

Independent Final Evaluation

Of The

ILO/IPEC Project of Support to Turkey Time Bound Policy and Programme Framework (TBPPF) on Child Labour

**Comprising Combating the Worst Forms of Child Labour in
Turkey-Supporting the Time-Bound Programme for the
Elimination of Worst Forms of Child Labour in Turkey
(USDOL and German funded Project of Support)**

Final Report

February 2008



**International Programme on the Elimination of Child Labour
ILO/IPEC**

First draft to be circulated to key stakeholders for their review and comments-can be substantially revised in second draft



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Disclaimer

New Frontier Services wishes to point out that the views expressed within this report are those of the evaluation team, and do not necessarily reflect the views of ILO-IPEC.

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GLOSSARY

AP	Action Programme
BLS	Baseline Survey
CL	Child Labour
CLS	Child Labour Survey
CLMS	Child Labour Monitoring System
CLU	Child Labour Unit
DAP	Direct Action Programme
ECD	Delegation of European Commission to Turkey
EU	European Union
GAP	South-eastern Anatolian Project
HQ	Headquarters
ILO	International Labour Organisation
IP	Integrated Programme
IMPAQ	USDOL-funded CL combat project
IPEC	International Programme on the Elimination of Child Labour
LIB	Labour Inspection Board
MARA	Ministry of Agriculture and Rural Affairs
MOLSS	Ministry of Labour and Social Security
MONE	Ministry of National Education
NGO	Non-government Organisation
NSC	National Steering Committee
PAC	Provincial Action Committee
PMS	Project Monitoring System
SHCEK	General Directorate of Social Services and Child Protection
SIMPOC	Statistics Department within IPEC Geneva
SIS	State Institute of Statistics
SPIF	Strategic Programme Impact Framework
SQL	Standard Query Language
TBP	Time-Bound Programme-ILO/IPEC Project of Support to TBP
TBPPF	Time-Bound Policy and Programme Framework
TISK	Turkish Confederation of Employer Associations
ToR	Terms of Reference
Türk-İş	The Confederation of Turkish Trade Unions
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
USDOL	United States Department of Labour
VT	Vocational Training
WFCL	Worst Forms of Child Labour

EXECUTIVE SUMMARY (ES)

About this Project of Support (Pos)

The current (PoS) to Turkey's Time Bound Policy and Programme Framework (TBPPF) on Child Labour is a direct result of the Turkish Government's adoption of a National Time-Bound Policy and Programme Framework (TBPPF). The main aim of the TBPPF was to create the opportunity for a convergence of efforts through the generation of a coherent and participatory policy for the elimination of child labour. Turkish government commitments led ILO-IPEC to obtain funding from USDOL and the German Government to facilitate the implementation of the national TBPPF through a Project of Support (PoS), which was developed in accordance with the TBPPF and Turkey's 8th Five-Year Development Plan.

The PoS is financed through the US Department of Labour (USDOL) and the German Government, who have provided funding of US\$2,500,000 and US\$500,000 respectively. USDOL financing in 2003 was the key financing trigger, with German Government financing coming on stream in the following year and also being dedicated to supporting USDOL objectives. In 2004, €5,300,000 of funding was also obtained from the European Community to support the Turkish government's commitments (via a separate project), including those made in the context of the TBPPF. Following the global design work on the development of the project, the IPEC PoS launched a series of activities involving research, consultation and advocacy at various levels throughout the country. The *Development Objective* of the PoS is to eliminate WFCL in Turkey within 10 years, i.e. by 2014, and the PoS has 8 immediate objectives.

About the Final Evaluation

The objective and scope of this final evaluation has been established via a detailed Terms of Reference (ToR) developed by the Design, Evaluation and Documentation (DED) section of ILO-IPEC, in close consultation with project stakeholders¹. The scope of the evaluation concerns this USDOL and German-supported PoS to the TBPPF and the project's contribution to the wider national efforts to achieve the elimination of WFCL and the national TBP framework.

Evaluation Objectives and Scope

As per the ToR focal points of the evaluation work have been the project's strategy, implementation, and achievement of objectives, and with the key purpose of drawing lessons from the experiences gained during the period of implementation. The evaluation is intended to also show how these lessons can be applied in programming future activities, existing or planned ILO/IPEC interventions as well as in the broader terms of action against child labour in the context of the Time Bound Programme process. The evaluation is required to address overall ILO evaluation concerns such as relevance, effectiveness, efficiency and sustainability as defined in the ILO Evaluation Framework and Strategy and associated guidelines, in addition to at least some of the aspects identified during consultation with key stakeholders and prior analysis by the ILO/IPEC Design, Evaluation and Documentation (DED) section. These

¹ The ToR for this evaluation is contained in Annex 3 to this report.

suggested issues are set out under Annex 1 to the ToR (see end of Annex 3 to this report), and grouped under 6 categories - Child Labour Monitoring Systems (CLMS), Capacity Development, Mainstreaming into national policies, School Systems, Social Support Centres and Vocational Training.

Evaluation Target Audience

The intended audience for the evaluation includes all project stakeholders, including wider TBPPF stakeholders not necessarily directly connected to this PoS, donors, ILO-IPEC, and any other actor relevant to Turkey's present and future efforts to eliminate WFCL. The evaluation team comprised a team of international consultants from New Frontier Services in Brussels, supported by a national consultant. The international consultant team was responsible for managing the development of the evaluation approach and the national consultant work programme, with overall high-level guidance from the DED section of ILO-IPEC and operational support for the fieldwork organisation coming from the project management team based at ILO Ankara.

Overview of the Evaluation Approach

The evaluation approach and work programme included a detailed desk review effort of all components of the PoS, as well as relevant documentation relating to the TBPPF and national policy. One country fieldwork programme of 2 weeks was undertaken, for which a Semi-Structured Interview Guide was developed. A detailed template was also developed to help the evaluation team to collect, structure and analyse information on each of the PoS Action Programmes. The visit programme included interviews and site visits in Ankara, Istanbul, and Adana and Karatas. A Focus Group was also conducted in Karatas by the national consultant, while the international consultant carried out 3 group discussions and activities with children. The stakeholder interviews programme and fieldwork included interviews with government representatives, partners, implementing agencies, professionals linked to the targeted sectors, representatives from trade unions and employers' organizations, children, parents of beneficiaries, teachers. The in-country interview programme concluded with a half-day National Stakeholder Evaluation Workshop in Ankara. A schematic overview of the evaluation approach is provided directly below.

KEY FINDINGS AND CONCLUSIONS

Achievement of Objectives

While the final evaluation work has been constrained in terms of the level of fieldwork that could be done across the Action Programmes (APs), the review of project reports and stakeholders interviews show a strong record of achievement, with project results generally matching or exceeding the initial targets. In the case of some APs, the level of achievement or surpassing of targets has been impressive, and project promoters and sponsors such as USDOL can take much satisfaction from this.

Examples of the project results surpassing initial targets can be seen from the examples of the following APs set out in the table below. These APs are indicative of the wider project performance across all APs, where in the majority of cases results have exceeded targets – and oftentimes impressively so.

Progress against Targets – Overview Selected AP Results

AP Title	AP Selected Targets	Results Obtained
AP – Elimination WFCL in Seasonal Commercial Agric. thro' Education	<ul style="list-style-type: none"> - Withdraw 1000 children from work; - Prevent employment of 1750 children - Reach 600 families with support services 	<ul style="list-style-type: none"> - 2059 children were withdrawn from work, - 1721 children were prevented from work; - 893 families reached with support services.
AP - Elimination of Child Work on Street Trades in 11 Provinces of Turkey	<ul style="list-style-type: none"> - Target 6700 children - Target 1000 families 	<ul style="list-style-type: none"> - 8172 children reached, of which: <ul style="list-style-type: none"> - 3257 children (584 girls, 2673 boys) provided with education/other opportunities and withdrawn - 4915 children prevented entering work. - Support services made available to 3600 families.
AP - Elimination of WFCL in Adana	<ul style="list-style-type: none"> - Reach 350 child labourers - Reach 75 families 	<ul style="list-style-type: none"> - 360 children withdrawn or prevented from work and placed in a relevant education system. - 78 Family members trained re. negative aspects of CL and provided with health support.

However, it should be noted that these results are only a small snapshot of the wide picture. For example, two other key targets of the Adana-based AP on Combating WFCL in Commercial Seasonal Agriculture – that of realising a fully functioning CLMS and operational Social Services Centre - have been fully achieved – the CLM mechanism is operational, and comprises the school teachers, district governors and labour intermediaries, while a Social Support Centre (SSC) has been established and has played a key role in placing children into education

Project Design and Structure

The project design into the various component APs has worked well in many respects, allowing a certain flexibility in how implementation was pursued. A key strength of this structure is that it promotes ownership among the various AP partners and leaders. Another key strength has been the strong participatory and consultative approach adopted in the detailed project action preparation process, and the use of the SPIF approach. There is however scope to increase the conceptual clarity of the PoS, for example by distinguishing between the bigger, more important APs of this PoS and the smaller APs

Understanding the Nature and Scale of WFCL: Much progress has been made in understanding the scale of WFCL, especially through the BLS work in the core target sectors. The work of Turkstat has also brought value and real efficiency and leverage can be seen in how the project has built its research and information-gathering goals into Turkstat's ongoing work. However, the evaluation team is not convinced that there is sufficient information and understanding as to what is the full scale and nature of WFCL in Turkey and this may well be an area where more work and resources need to be invested. If this is true, it does reduce somewhat the credibility of the goal to eliminate WFCL by 2014 insofar as it implies that the exact scale of effort required is not really known as the scale of the problem is not really known.

Efficiency

Without doubt, one of the project's best practices – and a clear reason for the record of achievement of this PoS and its strong scoring in terms of efficiency– is the **excellent performance of the project**

management team at ILO Ankara. The evaluation team have been highly impressed with the overall performance of the core project management team, and believe there is much that ILO-IPEC can draw from the project management performance that could offer the prospect of increased project performance in other countries and regions.

Key ingredients of this project management success story have included a) excellent people skills and relationship-building skills (in particular the CTA), b) an open-minded management approach willing to share 'ownership' of the project and focussed on mobilising and 'involving' others, and d) a real attitude and spirit of 'partnership' to national and local government counterpart organisations and other project partners. In fact, this success has been as much about effective project leadership as effective project management. Another impressive feature of this project in terms of efficiency is its **leverage factor** – i.e. the scale of financial and non-financial resources brought to the project by national and local counterpart organisations. This has meant that there has been a significant 'leverage factor' on every dollar/euro that has been spent on this project, providing both ILO-IPEC and USDOL and the German Government with a very good return on their investment (ROI).

Good Practice

The deployment and implementation of the **CLMS** has broadly been successful, and has further reinforced local perceptions that ILO-IPEC brings value partly through well-designed tools and methodologies. An important factor in explaining the success of the CLMS deployment has been the impressive commitment and dedication displayed by projects staff, which was witnessed firsthand by the evaluation team during the field visit to Adana.

There are a number of **good practices** or '**good practices in the making**' that have been identified. It is highly likely that more could be identified in a more extensive fieldwork effort, but this work could just as well be accomplished collaboratively with the project partners at a point in the near future. In the wider sense many of the above-mentioned success factors (**project leadership and management, partnering approach, project staff commitment and dedication, and level of financial leverage** – can all be considered as good practice. Another good practice has been the **cooperation between the key employer and trade union organisations**, a feature of the project that has already attracted significant interest abroad.

Sustainability and Legacy

Overall, this project scores very well in terms of sustainability prospects and the legacy that it leaves in this point in time. The participatory approach at the design stage has been an important factor in generating a sense of ownership from the outset and is one of the reasons underlying the project's successful performance and strong sustainability prospects, and ILO-IPEC are to be congratulated in this respect. The project's legacy includes a clear impact delivered in a number of sectors and in a number of regions, including the set-up and rollout of CLMS and a sizable number of children that have been prevented or withdrawn from Child Labour.

Other key legacy aspects are a strong sense of ownership, vibrant national and provincial partnerships, and a high motivation to carry on the work to the end. One of the most impressive aspects of sustainability is how the work of key APs has continued beyond the PoS, and the success of the ILO-IPEC core team and its partner stakeholders in persuading government actors to take over the running of

these actions and their associated costs (in particular staff costs) is possibly the most impressive sustainability outcome – as well as being a key good practice. From ILO-IPEC's perspective, another key positive element for sustainability is the very high regard that almost all partners appear to hold for ILO and its long history of contribution and work in Turkey, and the clear preference that there is a project follow-up led by ILO-IPEC/ILO Ankara.

The development or continuation of partnerships with key national local organisations that have a key strategic rationale has been a key success factor and contributor to sustained impact. The partnership with the Ministry of National Education (MONE) is one of the best examples of this. In addition to being a core part of the solution of withdrawing children and preventing children through continued education, MONE has brought to the project its institutional resources and capacity, a national reach and a capacity to offer child education in the destination regions of migrant workers' children. The success of the PoS's partnering it is not just the involvement of key strategic partners that can bring a lot to the project, but the manner in which the PoS has partnered with such organisations, allowing and encouraging partners to make their own contribution and seeking to mobilise their potential to contribute.



Selected Success Factors



SELECTED SUCCESS FACTORS

- Some solid preparatory work (e.g. baseline surveys)
- Proven systems (e.g. CLMS)
- Facilitating a Sense of national and local ownership
- Strong partnerships
- Project Management (Leadership) & Co-ordination
- Mobilising goodwill and people's hearts and minds
- Leverage (doing a lot with not so much)

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Short- and Medium-Term Risks

There are however, a number of short-term and medium term risks that the project faces. A key short-term risk is that the project is now in a transition phase, following the formal end of the project in December 2007. Transition arrangements by their very nature entail increased risk when there is uncertainty about the future direction, and the reduction of the core project management staff in this transition period will likely lower capacity to respond to national partners, which may also lead to loss of momentum. A medium-term risk is that the follow-up to this project, in terms of the nature and scale of the follow-up action, does not match rising expectations, following the momentum created by this project, and leads to a loss of credibility and momentum. While this is unlikely, such a risk should be factored into any consideration on 'where to go from here' (see below).

RECOMMENDATIONS

The key recommendations from the evaluation work are:

<p>Core Recommendation:</p>	<p><i>We recommend a much larger follow up programme is put in place, with a longer time horizon (e.g. 2008 - 2012), and where the end goal should be to achieve Turkey's stated goal of eliminating WFCL by 2014. <u>As part of this recommendation, we believe that a number of actions and some different approaches may but in this case we believe it can be attainable in large part if a larger follow-up project is put in place and a number of actions are taken.</u></i></p>
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This is a goal which we believe can inspire all stakeholders, not to mention that success would mean that Turkey would (at least to our understanding) become the first country where ILO-IPEC and its donor partners would have succeeded in eliminating WFCL. In addition to the impressive and inspiring legacy that this would represent in Turkey, the possible impact that it could have on ILO-IPEC work across the globe could be very significant.

Following on from this core recommendation, we make a number of recommendations regarding the nature of a recommended follow-up initiative:

- **National Scale:** We believe that a follow-up programme should be truly national in scope, i.e. that it should cover all regions in Turkey where CL is assessed to be an issue. However, such a scaling to ensure a national coverage could take a phased approach and would not need to happen “all at once”.
- **Scaling Partnerships:** Going forward, we believe that a key success factor in allowing Turkey to eliminate WFCL by 2015 will be to rapidly scale up the project in terms of the involvement of key strategic partners. We therefore recommend that the work on a follow-up project design includes detailed consideration of how to scale the involvement and contribution of partners such as MONE, MoLSS, the Employers Confederation and the Trade Unions etc. will likely be a key part of a successful scaling, as in addition to mainstreaming WFCL actions into the operational work of government ministries and agencies, the national networks and reach of these organisations will be key in rapidly securing national geographical coverage. It is also important in terms of building on the promising sustainability and legacy outcomes of this PoS.
- **Project Design:** We recommend a greater conceptual clarity in the project design phase, as well as a more intensive design and preparatory phase. While the co-design of the AP actions between partners and ILO-IPEC should continue as in the past, there should also be a stronger focus on the design of the core conceptual model into which APs will fit.
- **Project Timing and Duration:** Overall, we recommend that the project concept is developed to include all actions deemed necessary to be undertaken between now and 2014 secure the elimination of WFCL. This could be done under a two-phase approach, for example a very detailed work programme for 2008/09 – 2012, followed by a more outline strategy and work programme for 2013-2014

- **Role of ILO-IPEC:** Based on the evaluation's conclusions regarding local perceptions of ILO-IPEC, we recommend that ILO-IPEC be at the centre of the international co-ordination of a follow-up project. This is important for a number of reasons, not least because a) PoS national stakeholders and partners hold ILO in very high regard and this is what they want, b) it ensures continuity of many key relationships, tools and project management practices with which national partners have become familiar and with which they have invested and grown familiar, thereby avoiding some transition costs, c) continued ILO-IPEC involvement will likely be particularly valuable in terms of leveraging the contribution of the key employer and trade union organisations.
- **Financing:** We recommend that ILO-IPEC approach USDOL, as well as other donors, with a view to securing a larger financing envelope for a follow up programme.
- **Business Start-up Support and Income Supplementation:** We recommend a huge increase in the focus on Business Start-up Support and Income Supplementation, in order to increase the income replacement possibilities for parents who face income loss due to their children being withdrawn on a national scale. It is important that a variety of models are developed and tested, and that such initiatives are scaled nationally as quickly as possible. The Main Report provides an example of how one sub-project model might be further strengthened.
- **Donor Co-ordination:** Donor co-ordination in WFCL initiatives will be key during the coming years, in order to avoid duplication or missed synergies. It is unlikely that the financing require for a Programme of Support on a national scale can be funded by any one donor, and we recommend a strong modular approach and menu of options in the design of a follow-up programme so that other donors could fund discrete elements of the wider programme. This will require a significant and intensive donor contact and communications programme from ILO-IPEC and possibly in tandem with lead donors. Securing complementarity and synergies with the EU will be key, as will ensuring donors play to their strengths. In this respect, we recommend an in-depth discussion and partnership approach with the EU, whom the evaluation team believes can play a very significant role in leading and financing programme axes such as business support and income supplementation. This would also appear to make sense in terms of the EU's significant experience globally in this area, its significant and long-term funding support to Turkey, and its 'domestic' EU-27 type experience with Structural Funds programmes in this area.
- **Sector Approach:** As mentioned, the sector approach seems to have worked satisfactorily thus far and allows the PoS to respond with customised interventions to the different nature of WFCL in each sector. It is recommended that this sectoral approach is continued within any follow-up programme, however this should not preclude the extension into other sectors that scaling will need to involve. Moreover, where nationwide scaling means working in numerous sectors within one geographical area, any sectoral focus will most likely have to be subordinated to a geographically-focussed implementation structure.
- **Understanding the Nature and Scale of WFCL:** We recommend that a separate AP be built into a future programme that centralises all information needs. Some parts of this work could be subcontracted by sector or region but the starting point should be a countrywide assessment of what

information gaps exist regarding the scale and nature of WFCL and how to design an action programme that will fill these gaps.

Recommended Considerations for USDOL and for any Future Financers for the Future

The results produced from the current Project of Support and the support and investment (both financial and non-financial) of national and local Turkish partners have us recommend Turkey as an environment where a Donor organisation can hope to achieve higher than average 'development returns', both in terms of achieving ambitious goals in the area of WFCL and in terms of securing an efficient utilisation of its financial resources invested. Our recommendation therefore to USDOL and the German Government is that that there are many good reasons to support a follow-up project – not least the fact that a well-designed and significantly scaled-up programme offers the possibility to secure the end goal of eliminating WFCL in Turkey, or coming very close to this.

Refining and Strengthening Project Intervention Models

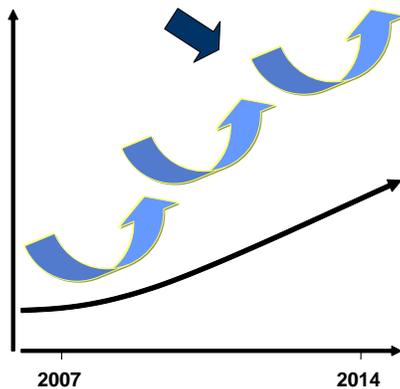
We recommend that significant effort should be invested into the design phase and preparation phase, with a view to ensuring that all learning from this project is applied to the set up of the follow-up programme. This should involve a participatory reflection and learning process among project stakeholders, as well as contributions and suggestions from stakeholders regarding their views on future needs and actions, which will increase further the existing sense of ownership.

It is likely that **core and tested ILO-IPEC tools such as CLMS** will not require much (if any) adaptation, and here the challenge may be how to best replicate a CLMS across new regions and provinces and build the required capacity in a short scale of time. One approach might be to 'pair' regions for cross-mentoring (i.e. some kind of 'buddy' system). Our analysis of stakeholder interviews and fieldwork findings suggest that some of the PoS actions can also be strengthened before being deployed on a larger scale. One example is the **Sanliurfa Training and Income Supplementation Project**, whose results are (as mentioned above) extremely promising, but where adaptations to the project design in terms of recruiting trainees and linkages to business start-up financial support schemes could significantly increase an already promising performance, and represent a basis on which this sub-project could be replicated on a national scale.

What is needed to eliminate Child Labour by 2014 ??

Programme

Building Momentum to 2014



- Clear view on the SCALE of the challenge
 - National CL figures for today
 - Future projections & assumptions up to 2014
- Strengthen the holistic approach to CL:
 - CL monitoring and action programmes
 - Vocational Training
 - Employment creation, income supplementation
- ?

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Project Leadership, Management, and Operations

It will be important that the project management style of this PoS be continued in a future programme and in that respect every effort should be made to retain the core project management team from this project. This should happen quickly as the experience of the project management can bring a lot to the project design and preparation phase. We also recommend that ILO-IPEC use the Turkey PoS project management experience as a basis for developing some short attractive learning tools on high-impact project management and leadership that can be used in a toolbox for other ILO-IPEC project managers in other countries.

Concluding Remarks – From Project of Support to Programme of Support

Overall, the PoS displays an impressive track record of achievement. In a broad sense, a number of areas of this project can be considered good practice, such as the project management and leadership from the ILO-IPEC team, the dedication of project stakeholders at all levels, the results produced against initial targets, the financial leverage and value for money, and the level of sustained actions that have been mainstreamed into national government and non-government partners. In short, there is a very significant legacy of achievement left behind by this project, and this is something that all project stakeholders, ILO-IPEC, the project donor partners USDOL and the German Government – and above all the Government of Turkey - can draw significant satisfaction and pride.

But so much still remains to be done. Moreover, we believe that the current scale of progress will not be sufficient to succeed in eliminating WFCL in Turkey by end of 2014 and that a very significant quantitative leap in resources and ambition is now needed. We therefore recommend that all stakeholders now move with urgency to consolidate and build rapidly upon this progress by creating a truly nationwide comprehensive Programme of Support that charts a course of action that will result in Turkey becoming the first country success story in eliminating worst forms of child labour.

No doubt but that the goal is highly ambitious and the clock is ticking. No doubt but that achieving this goal will represent a huge challenge. But the dedication and professionalism shown during the PoS by stakeholders at all levels suggests that it is possible. In any case, 'failing' to reach such an ambitious goal will still deliver a far bigger advance in terms of eliminating WFCL in Turkey than succeeding in a much smaller endeavour. Total or near-total success would create a development co-operation success story that could be an inspiration for many developing countries across the globe, and would send a powerful message from the Government of Turkey to its future EU Member States partners. It would also bring ILO-IPEC and its donor partners a significant legacy of achievement for the many previous years of effort in Turkey, not to mention global peer recognition and enhanced standing in the development cooperation community. But most importantly of all, it would forever change the lives of thousands of children who were unlucky enough to never have had any choice in choosing or not their current life of child labour.

ES Postscript:

“Remembering the Cotton Fields” – Conversation with Withdrawn Children in Karatas

Extract from Evaluation Fieldwork Informal Focus Group with Withdrawn Children at a Boarding School in Karatas.

Field Visit to the Boarding School in Karatas

Extract from the Conversation between a member of the evaluation team [Dr. Cardenas] and Children at the Boarding School in Karatas that have been withdrawn from seasonal commercial agricultural labour in the cotton fields. Interviews with three different groups of children. Some are young girls (8 to 12 years of age).....

Legend:

Black Bold Print:	Children from the Boarding School
Blue Print:	Bernardita Cardenas (Member of the Evaluation Team)
Black Print-Italics:	Narrative explanatory or background text from Bernardita

Conversation with the Children at Karatas

The children are extremely curious and want to know everything about me. I show them a picture of my son, and I ask them if they like it here at the boarding school. They reply that the school is fine and that they like it fine, and would like to do more sports.

A very small eight year-old girl asks me if my son had to work too.

“Children [in Belgium] don’t have to work, and my son has never had to work like you have had to, but he helps at home – for example he does his bed, cleans his room. Do you do your bed?”

“I’m not good [at making my bed], it always has creases”. General laughter from the other girls, apparently she only stretches the top cover but never the bed sheets underneath.

“Did you like to work in the cotton fields?”

“No, I didn’t. It’s very tiring and very hot, and we did not have water to drink”

“Were you thirsty?”

“Yes, I was very thirsty - several times I passed out due to the heat and from not having water to drink”.

“Would you show me your hands?”

“My hands are ugly and hard”.

“Your hands are beautiful and they help you do all sort of things. The girl had dry hands with many, many little cuts all over her hands and almost up to her elbows.

“Why are there so many cuts and scars in your hands?”

“All our hands have cuts like that” said an older girl. Everybody shows me their hands.

“The cotton has thorns and scratched our hands when you take the cotton, it’s not easy”,

Conversation with the Children at Karatas

explains another girl.

"But the cuts are deep then, did you bleed?"

"Sometimes, especially at the beginning but afterwards you do not feel so much, only when your hands really bleed and then you have to be careful to not dirty the cotton".

"Did you go to the school before you came here?"

"No, we couldn't, it is very far away and if one of my parents takes us to school the contractor is angry because mum or dad would be late for work in the fields".

"If you have older sisters or brothers, sometimes you can go to school" interrupted another girl **"only if it is a brother"** says another girl - and they all laughed. *I asked why they were laughing and they explain that girls are faster and pick better cotton than the boys, so if a boy leaves for school this means a smaller financial loss compared with a girl – who can earn 450 USD in a month while a boy only would earn 150 USD.*

"And now, do you see your parents?"

"Yes, we go to see them every week... but I don't like it there"

Why?

"They ask us to work on Saturdays or Sundays in the fields, not always though".

"Do you work?"

"Sometimes, other times I refuse to work... I know my rights now, and a child has the right to be educated and is not supposed to work until 18 years old".

"What did you think when you were working in the fields?"

"I thought I was going to be all my life there".

"And now?"

"I want to study!"

"What would you like to be when you would be old?" Everybody started to say what they would like to be

"I want to be a teacher!", " a doctor! to help all the people in the fields"

"a policeman!", "a lawyer to defend the poor!", "a social assistant!", " project manager!"

"Why a project manager?" ...

"I want to be like Kazim and help people like he has helped us".

"Is Kazim's job difficult?" (Kazim is the ILO-IPEC PoS field project manager for this AP).

"He spends a lot of time talking with us".

"Do you trust Kazim?"

"Yes, he convinced my parents to let me go to school and afterwards to allow me to come here".... Whereupon all the other girls start shouting "me too".

"If you have a problem you call Kazim".

"You call him where?"

"On his mobile of course, he always answers and comes".

"Always?"

"At any time, most times at night"

"if we have problems with our parents we call him"

"You don't call the boarding school Principal?"

"No, we call Kazim, he is responsible for us".

END

PART I INTRODUCTION & PROJECT OVERVIEW

1 Introduction & Background Context

National Policy Background and Turkey's Time Bound Policy and Programme Framework

The current Project of Support (PoS) to Turkey's Time Bound Policy and Programme Framework (TBPPF) on Child Labour is a direct result of the Turkish Government's adoption of a National Time-Bound Policy and Programme Framework (TBPPF). The main aim of the TBPPF was to create the opportunity for a convergence of efforts through the generation of a coherent and participatory policy for the elimination of child labour. The Government's priority policy areas for the elimination of the worst forms of child labour for the period 2004-2014 are a) *Poverty alleviation* b) *Reducing household vulnerability*. c) *Education for all*, and d) *Elimination of the WFCL as a matter of urgency*. Regarding the provision of *education for all*, government action is focussed on providing support for the implementation of Article 844 of the Turkey's 8th Five-Year Development Plan regarding the improvement on educational infrastructure, which involves introducing relevant measures to ensure that all the relevant age population is included in compulsory education and that education is provided virtually free for children of poor families. Regarding the objective of the *Elimination of the WFCL as a matter of urgency*, WFCL was identified during the TBPPF planning phase as: *child labour on the streets, in the informal urban economy, in seasonal commercial agricultural, in domestic labour and in rural settings*.

This Project of Support (PoS)

Turkish government commitments led ILO-IPEC to obtain funding from USDOL and Germany to facilitate the implementation of the national TBPPF through a Project of Support (PoS), which was developed in accordance with the TBPPF and Turkey's 8th Five-Year Development Plan. The PoS is financed through the US Department of Labour (USDOL) and the German Government who have provided funding of US\$2,500,000 and US\$500,000 respectively. USDOL financing in 2003 was the key financing trigger, with German Government financing coming on stream in the following year and was also dedicated to supporting USDOL objectives. In 2004, €5,300,000 of funding was also obtained from the European Community to support the Turkish government's commitments, including those made in the context of the TBPPF².

² EC programme interventions have focussed on two areas: (1) at national policy level, targeting mainstreaming exploitative CL issues within the programmes, policies and strategies of national institutions, and establishing a CLMS, and (2) at the provincial and local levels, focusing on children working under hazardous conditions through the operation of Provincial Programme Coordination Offices (PPCOs) that will implement a pilot programme for the prevention and withdrawal of CL via the provision of education and counselling services.

2 About this Evaluation

About the Final Evaluation

The objective and scope of this final evaluation has been established via a detailed Terms of Reference (ToR) developed by the Design, Evaluation and Documentation (DED) section of ILO-IPEC, in close consultation with project stakeholders³. The scope of the evaluation concerns this USDOL and German-supported PoS to the TBPPF and the project's contribution to the wider national efforts to achieve the elimination of WFCL and the national TBP framework.

Evaluation Objectives and Scope

As per the ToR Focal points of the evaluation work have been the project's strategy, implementation, and achievement of objectives, and with the key purpose of drawing lessons from the experiences gained during the period of implementation. The evaluation is intended to also show how these lessons can be applied in programming future activities, existing or planned ILO/IPEC interventions as well as in the broader terms of action against child labour in the context of the Time Bound Programme process. The evaluation is required to address overall ILO evaluation concerns such as relevance, effectiveness, efficiency and sustainability as defined in the ILO Evaluation Framework and Strategy and associated guidelines, in addition to at least some of the aspects identified during consultation with key stakeholders and prior analysis by the ILO/IPEC Design, Evaluation and Documentation (DED) section. These suggested issues are set out under Annex 1 to the ToR (see end of Annex 3 to this report), and grouped under 6 categories - Child Labour Monitoring Systems (CLMS), Capacity Development, Mainstreaming into national policies, School Systems, Social Support Centres and Vocational Training.

Evaluation Target Audience

The intended audience for the evaluation includes all project stakeholders, including wider TBPPF stakeholders not necessarily directly connected to this PoS, donors, ILO-IPEC, and any other actor relevant to Turkey's present and future efforts to eliminate WFCL. The evaluation team comprised a team of international consultants from New Frontier Services in Brussels, supported by a national consultant. The international consultant team was responsible for managing the development of the evaluation approach and the national consultant work programme, with overall high-level guidance from the DED section of ILO-IPEC and operational support for the fieldwork organisation coming from the project management team based at ILO Ankara.

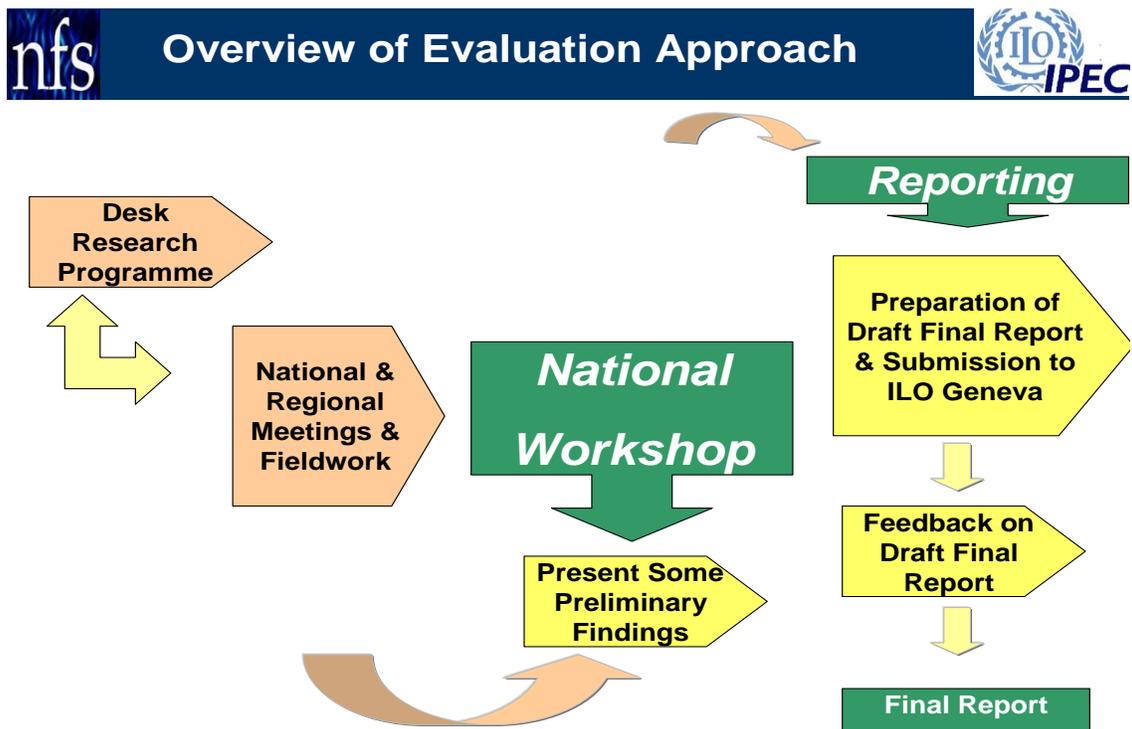
Overview of the Evaluation Approach

The evaluation approach and work programme included a detailed desk review effort of all components of the PoS, as well as relevant documentation relating to the TBPPF and national policy. One country fieldwork programme of 2 weeks was undertaken, for which a Semi-Structured Interview Guide was developed. A detailed template was also developed to help the evaluation team to collect, structure and analyse information on each of the PoS Action Programmes. The visit programme included interviews and site visits in Ankara, Istanbul, and Adana and Karatas. A Focus Group was also conducted in

³ The ToR for this evaluation is contained in Annex 3 to this report.

Karatas by the national consultant, while the international consultant carried out 3 group discussions and activities with children.

The stakeholder interviews programme and fieldwork included interviews with government representatives, partners, implementing agencies, professionals linked to the targeted sectors, representatives from trade unions and employers' organizations, children, parents of beneficiaries, teachers. The in-country interview programme concluded with a half-day National Stakeholder Evaluation Workshop in Ankara. A schematic overview of the evaluation approach is provided directly below.



New Frontier Services were contracted to undertake the evaluation in November 2007. Working with the national evaluator selected fieldwork and stakeholder interviews were conducted in late November and the first half of December, including a stakeholders workshop.

2. Overview of the Project of Support (PoS)

2.1 Project Structure – General Overview

Project Design and Preparation

Following the global design work on the development of the project, the IPEC Project of Support launched a series of activities involving research, consultation and advocacy at various levels throughout the country. These activities involved a) a consultative process characterized by broad participation in the development of the Support Project; b) a baseline survey (BLS) on seasonal commercial agriculture; c) preparatory activities for a BLS in the furniture sector were completed; (d) updating and finalising previous donor mapping; e) consultative donor meetings; f) developing modular packages capturing the IPEC experience in Turkey; g) developing a Concept Paper on child labour gender and education; h) verification of the RAP result on working street children with the Government was conducted.

Project Structure

The **Development Objective** of the PoS is to eliminate WFCL in Turkey within 10 years, i.e. by 2014. The PoS has 8 immediate objectives:

- **Immediate Objective 1:** At the end of the project, a multi-sector child labour monitoring (CLM) mechanism is established.
- **Immediate Objective 2:** At the end of the project, the capacity of relevant institutions to implement the national TBPPF is enhanced.
- **Immediate Objective 3:** At the end of the project, child labour issues are mainstreamed into national policies and programmes.
- **Immediate Objective 4:** At the end of the project, there is an enhanced school system (with particular sensitivity to gender issues) that meets the needs of working children.
- **Immediate Objective 5:** At the end of this project, social support centres established and existing ones strengthened.
- **Immediate Objective 6:** At the end of the project a multi-sector CLM mechanism functioning
- **Immediate Objective 7:** At the end of the project, families are provided with vocational skills and thus with job opportunities, and their access to social safety nets is increased.
- **Immediate Objective 8:** At the end of the project, social support centres are functioning.

2.2 Sector 1 - PoS Actions in Commercial Seasonal Agriculture Sector

In the Seasonal Agriculture Sector, the AP *Elimination of Worst Forms of Child Labour in Seasonal Commercial Agriculture through Education* was implemented by the Ministry of National Education through the General Directorate of Primary Education (MONE). This action based on the objectives presented in both a) the TBPPF and Support Project, and b) the Outcome of the 27-28 September 2004 consultative workshops in Adana with the Turkish government and NGOs. MONE's previous experience

and achieved success on child labour projects were the bases for the AP's strategies. MONE assigned an exclusive budget to child labour, disseminated information for their staff, and provided the necessary field structure through the Public Training Centres of MONE.

MONE's previous experience and success on child labour projects was an important part of the basis for the direct action programme's strategies. It is important to mention that MONE had played a key role in the policy making for this project by providing an exclusive budget assigned to child labour, and disseminating through their staff and field structure the needed support to implement this project, such as the Public Training Centres of MONE.

2.3 Sector 2 - PoS Actions in the Street Trading Sector

The different actions that have been implemented in the fight against Worst Forms of Child Labour by the leading organisations as well as the partners had a solid experience on the sector and implementing previous Child labour actions, either with ILO/IPEC or with other international organisations.

In the Child labour in Street Trading sector, there are four programmes, 3 Action Programmes (APs) and 1 awareness-raising campaign, designed to involve comprehensive and systematic efforts to raise the awareness of working children. The four programmes are:

1. Integrated Programme for the Elimination of Child Work on Street Trades in 11 Selected Provinces,
2. Elimination of WFCL thro' provision of vocational training to the families of child labourers (Şanlıurfa),
3. Awareness Raising Campaign against children working on street trades in İzmir, and
4. Eliminating WFCL through provision of vocational training to families of child labourers (Gaziantep).

The three APs target the same target group of children working on the streets and whose working conditions are very difficult. The majority of children start working on the streets between 8-11 years of age according to the data provided by SHÇEK. Most of the children are boys (90 %), reflecting Turkey's social norms where it is considered unacceptable for girls to work on the streets, particularly when they are more than 12 years of age.

2.4 Sector 3 - PoS Actions in the Furniture Sector

Child Labour in the furniture sector is especially present in the informal urban economy which lacks the capacity to enforce the requirements of working age limits and education requirements. It is estimated that 7,000 children under 18 years-old work on the furniture sector, according to information provided in April 2003 by MOLSS and verified by the Confederation of Turkish Tradesmen and Handcraft (TESK).

The PoS includes 2 core actions specifically focussed on the Furniture Sector – The Baseline Survey AP and the IP for the Elimination of WFCL in the Furniture Sector in 3 Provinces (Ankara, Izmir, Bursa). Additional data gathered by the BLS in mid 2004 provided information on health, education, work activities, family workplace, community, and socio-economic conditions that led to the selection of Ankara, Izmir and Bursa as priority cities for implementing a project intervention. Children are mainly employed in industrial organisations that lack adequate infrastructure, with obsolete technology and unsafe machinery and tools, in addition to the industry-specific hazards in the form of exposure to toxic materials and by-products. Working environments and conditions, as well as the risk faced by working

children in the sector, do not vary among provinces (Ankara, Izmir and Bursa). Regarding the gender trend of the sector, in general no female child is employed in the furniture sector, with child labour appearing to be a 100% male child universe.

2.5 PoS Horizontal (Non-Sectoral) Actions

The Turkish Confederation of Trade Unions (TURK-IS) and the Turkish Confederation of Employer Associations (TISK) have jointly organised awareness raising activities implemented through local stakeholders. They contributed to the awareness raising campaigns against child labour, and social mobilization. This action targeted working children, their families, the general public, employers, teachers, law enforcement personnel and national policymakers and planners in order to obtain a change of attitudes, practices and policies in regards to child labour. Activities ranged from raising children's awareness on workplace hazards to encouraging policymakers to analyze the implications of economic and social policies on child labour. The three core PoS focal sectors (i.e. Children Working on the Streets, in Seasonal Commercial Agriculture and in Furniture Production) were included in this campaign.

This Mini AP is designed to involve TURKIS to play an important role in the following areas: sustained advocacy work, to ensure that child labour is an issue in the public conscious; pressure on national legislators, local governments, and law enforcement agencies to ensure compliance with national and international legislation providing protection for children.

Increasing the public awareness is very important considering that child labour is not only an economic but social and cultural fact, hence the rationale of having a mini-AP on the development of a '**Photography Album on Child Labour**'. Such photographic documentation of child labour was planned to increase the awareness of institutions and public. Regarding the horizontal AP '**Applying the modular CL Survey to the National Household Labour Force Survey**', the implementing agency of this programme was the Turkish Statistical Institute (TURKSTAT). The Programme expected to strengthen the capacity of the national institutions to carry out periodic surveys and systematic processing of child labour data. The last action of this group is focus on building and enhancing the national relevant institutions such as MOLSS CLU on the process to implement the national TBPPF, as well as on Child Labour issues that should be mainstreamed into national policies and programmes. This AP is focussed on creating a favourable environment for the eradication of Child Labour through national policies and programmes.

3 PART II FINDINGS – PROJECT RESULTS

3.1 Project Actions – Commercial Seasonal Agriculture

3.1.1 AP – Elimination WFCL in Seasonal Commercial Agric. thro' Education

AP Overview

Focused on WFCL in the region of Adana-Karats, this AP's focus comprised a mix of direct actions focussed on a) withdrawing working children and preventing other children entering seasonal child labour (as well as support services to reach families); and b) institutional and capacity-building activities such as the setting up of a CLM system and the establishment of social support centres.

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
Contribute to the elimination of CL in seasonal commercial agric. through: - withdrawing working children under the age of 15 from seasonal cotton harvesting in Karataş district, and - improving working conditions for all children between the age 15-18.	Ministry of National Education (MONE)- General Direct. of Primary Education	IPEC Funding: US\$ 352,400 Local Funding⁴: 514,504 million TL	Duration: 30 months Starting date: Jan 1 st 2005 Ending date: June 30 th 2007	Adana-Karataş

Activities implemented included information and awareness-raising meetings with key local partners from government, NGOs, and other intermediaries. Action Committees (ACs) were set up at Provincial and District level and were made operational. Another important activity was the organisation of the workshop “*Education Related Outcomes of Seasonal Commercial Agriculture and Measures to be taken*”, that was attended by Provincial Education Directors from some 60 provinces. Awareness-raising meetings targeting working families, employers and intermediaries were also organised, and the awareness-

Seasonal Agricultural Labour in Karatas....

It is easy to distance oneself from the reality of child labour in seasonal agriculture. In Karatas, children typically work for 12 hours under the sun (in average temperatures of approx. 40°C). Their diet is monotonous and frequently rotten due to extreme temperatures and a lack of refrigeration facilities. Children are exposed to physical and verbal violence during their work, and are exposed to other health risks such as pesticides, snakes and other poisonous animals when working in the fields...

⁴ Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

raising campaigns included nationwide coverage through national TV coverage and international TV coverage (e.g. CNN, TF1). A more detailed overview of activities is provided in **Annex 2**.

Project Implementation – Progress Against Objectives

A summary overview of some of the key results obtained under this AP is set out in the table below:

Overview AP Objectives and Results Obtained

Specific Objectives	Results Obtained
<ul style="list-style-type: none"> - Removing 1000 children from their work; - Preventing employment of 1750 children and, - Reaching 600 families (health, psychological counselling and guidance, literacy training and family planning services). - A multi-sectoral CLM mechanism functioning. - Social Support Centre functioning. 	<ul style="list-style-type: none"> - 2059 children were withdrawn from work, - 1721 children were prevented from work; - Total number of families reached 893 with health, psychological counselling and guidance, literacy training and family planning services. - CLM mechanism is operational, and comprises the school teachers, district governors and labour intermediaries. - A Social Support Centre (SSC) has been established and has played a key role in placing children into education⁵. - 245 parents become literate. - 1528 agricultural workers underwent medical screening.

⁵ The premises were provided free of charge by the Adana Governor, and after IPEC support ended the SSC has been transferred to Karataş Public Education Centre and measures have been taken to ensure it’s sustainability

3.2 Project Actions Combating WFCL in the Street Trading Sector

Child Labour in Street Trading

Child Labour in the street trading sector is one of the most important sectors in the fight against the elimination of Worst Forms of Child Labour. The main organisation implementing the different action programmes in this sector is the General Directorate of Social Services and Child Protection (SHÇEK).

Concern about children working on the streets has grown in recent years, as a result of the visible rise in the number of children working on the streets and the availability of more information on the phenomena. Though the number of children working on the Streets is uncertain, the estimation of the Directorate within the Office of the Prime Ministry, responsible for child welfare, is 50,000⁶ children working on the streets. During previous projects, SHÇEK had managed to register 20,000 street working children in rehabilitation centres, and within the framework of previous IPEC projects implemented on the sector in the Provinces of Ankara, Diyarbakir, Yalova, Gölcük and Adapazari, 10,000 children were added to rehabilitation centres. Nevertheless, it is estimated that there are still approximately 20,000 children exposed to hazardous working conditions and without labour law protection, and vulnerable to the many physical and psychological dangers associated with street labour.

A View on Children Working on the Streets ...

Children working in the streets tend to work an undetermined number of hours per day (from 2 to 14 hours per day), day and night, seven days a week. Generally they work until they have sold their merchandise, usually low value items such as flowers, tissues, chewing gum, or *simit* (savoury rolls) or providing services such as shoe shining, and windshield cleaning, carrying water and cleaning graves in cemeteries, or working as scavengers, picking through garbage for recyclable items. They are located at major intersection streets, railway and bus stations, and in any other crowded and polluted areas where they can find potential customers or items. The working reality of street children means that they become highly vulnerable to becoming involved in illegal activities and/or many forms of organised crime.

3.2.1 IP - Elimination of Child Work on Street Trades in 11 Provinces of Turkey

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
Ultimate objective: To withdraw and rehabilitate working street children from child labour and to prevent the risk groups engaging in street-	General Directorate of Social Services and Child Protection Agency	IPEC Funding: US\$ 421,400 Local Funding⁷: 3,101,994 billion TL	Duration: 30 months Starting date: Dec 27, 2004 Ending date:	Adana, Ankara, Antalya, Bursa, Çorum, Diyarbakır, Gaziantep, İstanbul, İzmir, Kocaeli, Şanlıurfa ⁸ .

⁶ SHÇEK Report on Working Street Children, 2003.

⁷ Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

⁸ Mersin and Batman is included to target provinces at later stages.

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
related work..			June 30, 2006	

Principal AP components/activities

A more detailed overview of core activities is provided in **Annex A.2**. Key activities included the creation of CL Provincial Action Committees (PACs) through the Provincial Governors and mayors of the eleven targeted provinces, and identifying and selecting experienced personnel to deliver the results of the rapid assessment to Provincial Action Committees. Coordinating with the relevant local government units, Mayors, and district and provincial Governors across the eleven targeted provinces was also an important focus, as was partnering with NGOs to increase the project's reach to families.

Project Implementation – Progress against Objectives

The table below provides a summary overview of the AP's results against its initial objectives.

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
6700 children and 1000 families targeted	<ul style="list-style-type: none"> PACs were established and individual provincial action plans have been prepared for the elimination of CL in street trades in the respective provinces The AP started with 11 provinces but later covered 13 provinces. Required partnerships were developed between the local governmental and non-governmental institutions, special cooperation was established among the social support centres, MONE Provincial Directorates and targeted primary schools. Mechanisms of combat against CL have been established in the 13 provinces. 5,000 posters and 20,000 brochures distributed to raise awareness on CL situation. All Social Support Centres operational and providing key support to the community. 3257 children (584 girls, 2673 boys) were provided with education and other opportunities and withdrawn from work. 4915 children (1648 girls, 3267 boys) were prevented entering work. Thus, a total of 8172 children benefitted from this AP's activities. Support services were made available to 3600 families, such as education, income support, Social Solidarity Fund assistance, literacy courses, health services, and vocational guidance and skills training.

As can be seen from the table, the project results (in terms of direct services) have exceeded the initial objectives, with a **total of 8172 children** benefitting from services under this AP, against the objective of targeting 6,700 children. A key emphasis, as mentioned above, was on an efficient and effective coordination of all partners' contributions, given the psychosocial and economic complexities involved in the environment of the working street children and their families. A multi-disciplinary approach to ease the economic situation of the families was established by the social workers and financed by the Social Solidarity Fund. The role played by ILO/IPEC was key in the coordination and development of the network of partners.

3.2.2 Elimination of WFCL through Provision of VT to Families of Child Labourers

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
Ultimate objective: Contribute to the elimination of WFCL in street trades in Şanlıurfa	Hak-İş Trade Union Confederation (HAK-İŞ)	IPEC Funding: US\$ 52,167 Local Funding⁹: US \$15,000 ¹⁰	Duration: 10 months Starting date: Nov 1, 2006 Ending date: Aug. 30, 2007	Şanlıurfa

Principal AP components/activities

A more detailed overview of core activities is provided in **Annex A.2.3**. Key activities included development of cooperation with established multi-sector Action Committee against CL under the auspices of the Governor of Şanlıurfa and the identification and relaying of children to the SHÇEK community centres.

Project Implementation – Progress against Objectives

The table below provides a summary overview of the AP's results against its initial objectives.

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
By the end of the project: <ul style="list-style-type: none"> - The existing multi-sectoral CLM mechanism in Şanlıurfa is enhanced. - Key sectors in Şanlıurfa and the Turkish society at large are aware of the negative consequences of the WFCL. - 100 (20+80) families are provided with vocational skills and thus with job opportunities, and their access to social safety net is increased. 	<ul style="list-style-type: none"> - Existing LAC against CL in Şanlıurfa is strengthened. - Enhanced capacity within HAKİŞ for CLM at local level. - Total of 160 children withdrawn/prevented from work. - Public opinion was mobilized against WFCL through the media and selected partners. - 350 Families trained on the negative aspects of child labour, maternal and child health, communication and psychological guidance in child development and environmental hygiene. - 100 family members received VT on textile and 76 of them successfully completed the courses, received certificates and provided with job opportunities. The vocational training centre of Şanlıurfa Municipality was redesigned as a textile workshop including relevant machinery and equipment for the training.

⁹ Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

¹⁰ HAK-İŞ Trade Union Confederation devoted a half-time executive project coordinator to the service of the project throughout the duration of the programme. With a cost of US \$1500 man/month this amounts to the national contribution by the implementing agency.

3.2.3 Elimination of WFCL through Provision of VT to Families of Child Labourers

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
<p>Ultimate objective: To contribute to the elimination of child labour in Turkey through provision of vocational training to the families of child labourers.</p>	Metropolitan Municipality of Gaziantep	<p>IPEC Funding: US\$ 50,000</p> <p>Local Funding¹¹: US\$ 24,000</p>	<p>Duration: 10 months</p> <p>Starting date: Dec. 1, 2006</p> <p>Ending date: Sept. 30, 2007</p>	Gaziantep

Principal AP components/activities

A more detailed overview of core activities is provided in **Annex A.2**. Key activities included setting up the Project Steering Committee (PSC) at the central level, identifying the children to be referred to the community centres established by SHÇEK in Gaziantep (for initial counselling before their families were contacted), and subsequent contact with the identified children's family by Community Centre staff. Other activities included social workers placing working children in the appropriate education systems and the general organisation of the education support to optimise the children's school progress and keeping them attending school¹², and informing contacted families of existing social support systems.

Project Implementation – Progress against Objectives

The table below provides a summary overview of the APs' results against its initial objectives:

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
<p>At the end of the Project :</p> <ul style="list-style-type: none"> - Existing multi-sectoral CLM mechanism in Gaziantep is enhanced. - Key sectors in Gaziantep and the Turkish society at large are aware of the negative consequences of the WFCL. - 90 families are provided with vocational skills and thus with job opportunities, and their access to social safety nets is increased. 	<ul style="list-style-type: none"> - Existing LACs against CL in Gaziantep strengthened. - CLM capacity within municipality is enhanced through the training programmes organized for the members. - Municipality based CL monitoring unit was operational to ensure sustainable withdrawal of 164 children from street work and prevention of 200 new children involved in work. - Public opinion was mobilized against the WFCL through the media and selected partners. - Families were trained on the negative aspects of CL. - Accessibility of vocational training increased for 91 families¹³

¹¹ Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

¹² A total of 3 school teachers in each district province were assigned to this unit by the Ministry of Education.

¹³ (Cooking skills: provided to 27 persons; Stonecutting skills: 14 persons; Cleaning skills: 14 persons; Gardening skills: 8 persons).

3.2.4 Awareness-Raising Campaign against Children Working in Street Trades (Izmir)

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
Ultimate objective: The project contributes to the elimination of WFCL in street trades in Izmir.	Ege University	IPEC Funding: US\$ 5,000 Local Funding¹⁴: US\$ 3,000	Duration: 10 months Start Date: Nov. 5, 2004 End Date: Sept. 5, 2005	Izmir

Principal AP components/activities

In contrast to many other APs, this AP comprises solely an awareness-raising campaign to help tackle children working on the streets by a) informing the wider population (both citizens and politicians and decision-makers) of the working conditions of children working on the streets; and b) educating the population to support measures to eliminate children working on the street. A more detailed overview of core activities is provided in **Annex A.2**. Key activities included the development of an advocacy strategy by Ege University in collaboration with the Governor's and Mayor's office in Izmir, as well as the strengthening of the capacity of media organisations to provide accurate and effective coverage of CL.

Project Implementation – Progress Against Objectives

The AP has involved close collaboration with a variety of local partners¹⁵. The table below provides a summary overview of the APs' results against its initial objectives.

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
<ul style="list-style-type: none"> - Target local level stakeholders with the power to bring about change and bringing them on board as partners in the fight against CL. - Create public mobilisation against child street labour in Izmir. 	<ul style="list-style-type: none"> - Public opinion mobilized against the WFCL through the media and selected partners. - Increased knowledge of public on how to deal with the problem of children working on the streets. - Increased awareness and knowledge among the public on existing mechanisms in Izmir for combating CL.

¹⁴ Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

¹⁵ Partners included the İzmir Governorate, Greater Municipality of İzmir, Provincial Directorates of Security and of Social Services and Child Protection, the "Children are our Future" Association, Lions Associations, as well as a number of Ege University student clubs and societies

3.3 Project Actions Combating Child Labour in the Furniture Sector

3.3.1 IP – Elimination of WFCL in the Furniture Sector (3 Provinces)

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
<p>Ultimate objective: Contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children</p>	Ministry of Labour and Social Security-Labour Inspection Board	<p>IPEC Funding: US\$ 380,270</p> <p>Local Funding: 1,546.896 billion TL</p>	<p>Duration: 32 months</p> <p>Starting date: Nov 1, 2004</p> <p>Ending date: June 30 2007</p>	Ankara, Izmir, Bursa

A more detailed overview of core activities is provided in **Annex A.2**. Key activities included child withdrawal and prevention interventions and services, education referral and provision of family support services, including health check-ups, vocational training and education. Key activities focussed on the Labour Inspection Board included training of inspectors on CL issues and workplace visits and control.

The Human Story - Child Labour in the Furniture Sector...

Children working in the furniture manufacturing, upholstery, and polyester workshops make do with below-minimum wages and are paid by piece or according to productivity. They are forced to work long (e.g. 12-14) hours, are allowed insufficient and short breaks, and are often denied official holidays, weekend breaks, annual paid leave and social security coverage. They undergo physical and mental overload and are exposed to diseases such as asthma, neural disorders, skin diseases, hearing loss, kidney problems, and various types of cancer. Neither do they get to attend vocational training centres...

Project Implementation – Progress against Objectives

Project implementation was led by a core team of 3 labour inspectors, in close cooperation with ILO/IPEC Ankara Office, and has involved a wider platform of partners¹⁶. The table below provides a summary overview of the APs' results against its initial objectives.

¹⁶ Partners included provincial governors, mayors, provincial directors of social services, education, health, social security and universities, as well as the support from trade chambers, TUs, employers' organizations and NGOs.

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
<ul style="list-style-type: none"> - Removal of 1250 child workers under age 18 from WFCL - Referring to education those under age 15 and improving working conditions of others in the age group 15-18 who have been removed from their previous work. - Preventing the employment of 1250 siblings of working children and ensuring their school enrolment and attendance - Build awareness in, and economically strengthen, 600 families 	<ul style="list-style-type: none"> - 5714 working children and siblings were reached in 3 target provinces. From the above <ul style="list-style-type: none"> o 1405 children were withdrawn o 3740 children were prevented from CL thro' educ'l. services or training opportunities o 569 children benefited from other services. - 1324 families were reached and received at least 1 service. - 600 Labour inspectors received training on CL - Inspection covered 2843 workplaces in Ankara, 798 in Izmir, and 697 in Bursa, giving a total of 4338 workplaces covered. - Development of "Planya" magazine on CL in the furniture sector and the role of the Labour Inspection Board in eliminating CL - Strong collaboration between local partners.

3.4 Project Actions Combating WFCL – Horizontal and Non-Sectoral

3.4.1 Elimination WFCL in Adana - Employers' & Workers' Confed'n Joint Action

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
Ultimate objective: Reduce WFCL in Adana with a comprehensive advocacy raising & well-designed referral mechanism.	The Confederation of Turkish Trade Unions (TÜRK-İŞ) & Turkish Confederation of Employer Associations (TISK).	IPEC Funding: US\$ 80,350 Local Funding¹⁷: 120,000 YTL USD 90,000.	Duration: 16 months Start Date: Dec. 12, 2006 End Date: March 30, 2007	Adana

Principal AP components/activities

A more detailed overview of core activities is provided in **Annex A.2**. The awareness-raising campaign had 3 core target groups, each with a different message and emphasis¹⁸. Key activities have included:

- Disseminating the 3 campaigns by staff from TÜRK-İŞ and TISK and provision of material support.
- Strengthening existing CL monitoring mechanism in Adana through inclusion of workplace inspection groups from TÜRK-İŞ and TISK in the task of identifying working children, withdrawing them from these working places and referring them to the services provided by social support units.
- Access to both formal and non-formal education for withdrawn children and for children at-risk.
- Provision of rehabilitative services to children that have been withdrawn from work.

Project Implementation – Progress against Objectives

The table below provides an overview of selected key results.

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
<ul style="list-style-type: none"> - Establish CL Bureau in Adana - Raise awareness on negative consequences of WFCL to Turkish society. - Enhance existing multi-sector CLM mechanism in Adana. - Reach 350 child labourers and 75 families 	<ul style="list-style-type: none"> - A Social Support Centre (child labour bureau) has been established in Adana. The premises were provided free of charge by the Adana Governor and refurbishment has been made by TISK member private company. - Referral and follow-up systems were established - Targeted children were supported in terms of health, education, school materials, food and transportation, and trained regarding child rights, personal hygiene and nutrition. - 360 children withdrawn/ prevented from work and placed in a relevant education system. - 78 Family members trained re. negative aspects of CL and provided with health support. - 45 primary school teachers/principals sensitised to the needs of ex-CLs through training. - Several awareness raising activities at central and local level in both Ankara and Adana.

¹⁷ At UN Exchange rate of 1,34 for November 2005.

¹⁸ The campaign had 3 core target groups, each with a different emphasis: a) Children (& their families) working on the streets, in seasonal commercial agriculture and in furniture production; b) the general public, and employers and teachers in particular; and c) Law enforcement personnel and national policymakers and planners.

3.4.2 Awareness Raising Campaign for Elimination of WFCL/Mini AP

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
<p>Ultimate objective: Contribute to the elimination of WFCL in streets trades in Adana, Diyarbakır, Bursa, İzmir and İstanbul</p>	The Confederation of Turkish Trade Unions (TÜRK-İŞ)	<p>IPEC Funding: US\$ 5,000</p> <p>Local Funding¹⁹: US\$ 3,000</p>	<p>Duration: 4 months</p> <p>Starting date: March 1, 2006</p> <p>Ending date: June 30, 2006</p>	Adana, Diyarbakır, Bursa, İzmir, İstanbul

Principal AP components/activities

A more detailed overview of core activities is provided in **Annex A.2.7**. The key target groups are politicians and decision-makers in the 5 project provinces. Key activities have included bringing CL abused to light and reporting violations to the authorities, awareness raising campaign using workers' meetings and press conferences organized by TURK-IS, lobbying national and local authorities on the enforcement of legislation and educational reforms, as well as networking with others in the labour movement and with NGOs. Close collaboration developed with a number of institutions, in particular the Governorates of each of the 5 provinces, the State Ministry responsible of Women and Family Affairs, the Ministries of Justice, Health, Interior and the Education, NGOs, and the Employer Organization TISK.

Project Implementation – Progress against Objectives

The table below provides an overview of selected key results.

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
<ul style="list-style-type: none"> - Monitor the effectiveness of legal instruments and the performance of CLM mechanisms in order to ensure compliance with national child protection legislation. - Enrol national & regional decision-makers stakeholders as partners in the fight against CL. - Mobilize public opinion on the fight against children working on the streets in the 5 project provinces. 	<ul style="list-style-type: none"> - Mobilized public opinion against the WFCL through the media and selected partners. - Organized a National Conference to form a coalition against child labour and to deliver the report of Child Labour Bureaus on their findings on the effectiveness and the performance of child labour monitoring mechanisms. - Increased public knowledge on how to deal with the problem of children working on the streets. - Increased public awareness and knowledge on the implemented mechanisms to fight against CL in the 5 project provinces.

¹⁹ Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

3.4.3 Photography Album on CL (To Increase Public Awareness) - Mini AP

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
<p>Ultimate objective: To use the possibilities of photography to increase the awareness against child labour, and to develop a critical view on the public towards child labour.</p>	<p>Fisek Institute Science and Action Foundation for Children</p>	<p>IPEC Funding: US\$ 2,500</p> <p>Local Funding²⁰: US\$ 7,500</p>	<p>Duration: 4 months</p> <p>Starting date: June 24, 2004</p> <p>Ending date: Nov. 5, 2004</p>	<p>Nationwide</p>

The core target group is the wider Turkish population. AP components/activities including launching a nation-wide photography contest and publishing an album of winning photos from the competition, using the winning photo(s) to attract attention on Child Labour and as a tool for “fighting Child Labour”, and disseminating the photographs at different places (schools, labour unions, meetings etc). Key partners involved include photography clubs, university photography societies, and foundation volunteers.

Project Implementation – Progress against Objectives

The table below provides an overview of selected key results.

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
<ul style="list-style-type: none"> - Documentation on the status of child labour and its extensions by the use of photography. - Make all communities to think about child labour by means of artistic representation. - 	<ul style="list-style-type: none"> - Public attention was sensitised to the daily life and reality of working children. - Development of view points on child labour. - Selection of highly artistic material from the photography contest to be used in world campaigns against child labour. - Several studies concerning Child Labour were disseminated through artistic material.

²⁰ Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

3.4.4 Applying Modular CL Survey as Attachment to Household Labour Force Survey

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
Ultimate objective: Quantitative and qualitative data on child labour would have been collected, processed, analyzed and disseminated.	Turkish Statistical Institution (TURKSTAT)	IPEC Funding: US\$ 90,000 Local Funding²¹: US\$ 97,500	Duration: 9 months Starting date: Dec.15, 2006 Ending date: Sept.15, 2007	Nationwide

This action has two different target groups – a) the survey universe (Children that were previously working, between 6 to 17 years-old), and b) relevant staff of TURKSTAT. Key activities included development of a programme for gathering, use and dissemination of tabulated and raw quantitative and qualitative data at national, training on survey methodologies, questionnaire design, and preparation of a tabulation plan for relevant staff of the Turkish Statistical Institution., the provision of analysed data to be used as relevant information on planning, implementing, monitoring and assessing the impact of policies and programmes on multi-sector interventions.

Project Implementation – Progress against Objectives

The results from this AP are set out below:

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
- Collect, process, analyse quantitative data on Child labour and disseminate the results.	- TURKSTAT staff trained on survey design & implementation. - Conducted pre-test study and established survey methodology. - Statistical CL data produced as a modular household-based. - Analysed, reported and disseminated the data. - The summarized results: of 16,264,000 children between 6-17 years-old, 958,000 are in working. - A cross analysis with other previous surveys show that in 1994 the proportion of children working (age group 6-17) was 15.2%, in 1999 the same group was only 10.3%, and in 2006 had dropped to 5.9%. - In the 6 -14 years-old group, 320,000 children out of 12,478,000 were working in 2006. When compared with the data gathered in 1996, there is a drop 2.5% in the proportion of children working in this group.

²¹ Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

Technical support was provided by the ILO to the relevant staff of the TURKSTAT on survey methodology, questionnaire design, preparation of a tabulation plan. This included training in making survey data anonymous and hence protecting the confidentiality of the respondents. Technical assistance in the form of national and/or international (including ILO) consultants be provided in the data analysis and report preparation that involves methodology, results of survey and evaluation. In order to ensure that the child labour survey becomes an integral part of the national statistical programme the CLS was attached as a module to the current national household survey. The modular approach has proven to be not only the most efficient way of using financial and human resources, but also for relating child labour issues to the wider socio-economic characteristics of the country according to the survey selected (e.g. employment situation, variation in level of economic development, poverty and income distribution, health issues, educational enrolment and drop-out, etc.).

3.4.5 AP – Enhancement of the National Capacity on Child Labour.

AP Overview

The table below summarises some of the key facts regarding this AP:

AP Objectives	Implementing Agency	AP Financing (USD/TL)	Duration	Location
<p>Ultimate objective: This project aims at developing national capacity for implementation of TBPPF to prevent children labour and bringing the subjects about children labour to national policies and programs.</p>	Ministry of Labour and Social Security-Child Labour Unit	<p>IPEC Funding: US\$ 50,200</p> <p>Local Funding²²: US\$ 55,200</p>	<p>Duration: 16 months</p> <p>Starting date: Aug. 31, 2005</p> <p>Ending date: Dec. 31, 2006</p>	Ankara

Project Implementation – Progress against Objectives

The results from this AP are set out below:

Overview Project Action Programme Objectives and Results Obtained

Specific Objectives	Results Obtained
<ul style="list-style-type: none"> - Enhance the capacity of relevant institutions to implement the national TBPPF. - Mainstream Child Labour issues into national policies and programmes. 	<ul style="list-style-type: none"> - Reviewed existing legislation and developed legislation proposals. - Provided technical support to relevant institutions to increase enhance national and regional capacity. - Increased institutional and technical capacities to integrate Child Labour issues on development processes, according with TBPPF. - Designed and implemented a comprehensive nationwide advocacy strategy against WFCL.

²² Local contribution is denoted in local currency, at UN exchange rate for the month (1,4600,000 TL/\$).

4 PART III FINDINGS-GENERAL IMPLEMENTATION EXPERIENCE

4.1 Project Implementation Experience – Achievement of Objectives

While the final evaluation work has been constrained in terms of the level of fieldwork that could be done across the Action Programmes (APs), the review of project reports and stakeholders interviews show a strong record of achievement, with project results generally matching or exceeding the initial targets. In the case of some APs, the level of achievement or surpassing of targets has been impressive, and project promoters and sponsors such as USDOL and the German Government can take much satisfaction from this.

Examples of the project results surpassing initial targets can be seen from the examples of the following APs set out in the table below. These APs are indicative of the wider project performance across all APs, where in the majority of cases results have exceeded targets – and oftentimes impressively so.

Progress against Targets – Overview Selected AP Results

AP Title	AP Selected Targets	Results Obtained
AP – Elimination WFCL in Seasonal Commercial Agric. thro' Education	<ul style="list-style-type: none"> - Withdraw 1000 children from work; - Prevent employment of 1750 children - Reach 600 families with support services 	<ul style="list-style-type: none"> - 2059 children were withdrawn from work, - 1721 children were prevented from work; - 893 families reached with support services.
AP - Elimination of Child Work on Street Trades in 11 Provinces of Turkey	<ul style="list-style-type: none"> - Target 6700 children - Target 1000 families 	<ul style="list-style-type: none"> 8172 children reached • 3257 children (584 girls, 2673 boys) provided with education/other opportunities and withdrawn • 4915 children prevented entering work. • Support services made available to 3600 families.
AP - Elimination of WFCL in Adana	<ul style="list-style-type: none"> - Reach 350 child labourers - Reach 75 families 	<ul style="list-style-type: none"> - 360 children withdrawn or prevented from work and placed in a relevant education system. - 78 Family members trained re. negative aspects of CL and provided with health support.

But these results are only a small snapshot of the wide picture. For example, two other key targets of the Adana-based AP on Combating WFCL in the Commercial Seasonal Agriculture – that of realising a fully functioning CLMS and operational Social Services Centre - have been fully achieved – the CLM mechanism is operational, and comprises the school teachers, district governors and labour intermediaries, while a Social Support Centre (SSC) has been established and has played a key role in placing children into education

4.2 Efficiency

One of the projects best practices – and a clear reason for the record of achievement of this PoS and its strong scoring in terms of efficiency– is the **excellent performance of the project management team** at ILO Ankara. The evaluation team have been highly impressed with the overall performance of the core project management team, and believe there is much that ILO-IPEC can draw from the project management performance that could offer the prospect of increased project performance in other countries and regions were the lessons of this project management experience to be distilled and applied elsewhere.

Key ingredients of this project management success story have been a) excellent people skills, and relationship-building skills of the project team, in particular the CTA, b) a combination of diplomacy, tact allied with a flexibility on how to reach the end result, c) an open-minded management approach willing to share 'ownership' of the project and focussed on mobilising and 'involving' others, and a d) a real attitude and spirit of 'partnership' to national and local government counterpart organisations and other project partners. In fact, this success has been as much about effective project leadership as effective project management. Another impressive feature of this project that makes it score highly in terms of efficiency is its **leverage factor** – i.e. the scale of financial and non-financial resources brought to the project by national and local counterpart organisations. This has meant that there has been a significant 'leverage factor' on every project dollar/euro that has been spent, providing both ILO-IPEC and its donors USDOL and the German Government with a very good return on their investment.

4.3 Project Implementation Experience – Stakeholder Feedback & General Review

The Adana-based AP on **Combating WFCL in the Commercial Seasonal Agriculture** was one of the APs where members of the evaluation team were able to visit project activities and see results firsthand, as well as meet and talk with beneficiaries. The team have been highly impressed with the commitment and dedication displayed by local project stakeholders during the fieldwork visit programme, evidenced by high perseverance and tireless effort, long working hours, and finding creative solutions to problems as they emerged. Not only are the quantitative results impressive, but they also hide the often significant work effort required to produce these results.

This can be seen in the work required to identify the children engaged in seasonal agricultural labour. This identification process for all the commercial agriculture child workers took 4 months and started at 17:00hrs and ended at approximately 23:00hrs everyday¹. By the end of the identification process, some 6000 children were identified. This process involved significant and individual-level effort and persuasion at the family level in order to persuade many parents to allow their children to continue with their education, and to solve some important practical challenges such as securing transportation solutions to allow these children to attend school and providing school instruments and materials.

In the **Furniture Sector (Direct) AP in the 3 Provinces of Ankara, İzmir and Bursa**, the table in the previous section on the project results shows that results have comfortably exceeded the targets in terms of children withdrawn and children prevented. Equally impressive is the scale of capacity building and training that has taken place within the Labour Inspection Board and also with regard to the number of workplaces that have been reached by Labour Inspectors. The project leaders ensured an efficient coordination among partners and the 20 labour inspectors on the field. Good relations and fast communication among all parties is considered to have been a key factor in explaining the success of the project, and stakeholder feedback during the interviews has praised the role of the ILO-IPEC Ankara team in fostering the strong and wider partnership developed across the AP partners. The implementation experience of this project has also pointed to the need of modifying the strict rules of the government budget expenses and the importance of having flexible budget for urgent situations.

4.4 Project Implementation Experience – Key Challenges, Solutions and Learning

The desk review work and in particular the stakeholder meetings and interviews showed a strong learning impact and curve among project stakeholders from the experience of implementing their APs activities. This can be seen for example in the Adana-based AP on **Combating WFCL in the Commercial Seasonal Agriculture** which, as mentioned above, was one of the APs where the evaluation team visited activities in the field. The desk research and meetings with project stakeholders in this AP also showed strong learning from the implementation experience. For example, some of the key challenges identified and learning extracted included:

a. Identifying child labourers and persuading parents to allow children to continue in education:

As mentioned above, but nevertheless an important point to emphasise – identifying child labourers is a time-consuming activity and requires a demanding work effort from committed project stakeholders.

b. Keeping children in schools for the entire education year: Once parents had been persuaded to allow their children continue in education keeping children in education proved to be the next key challenge. Two strategies were developed: i) parents were persuaded to send their children to boarding schools, thereby allowing the children to continue their education while their parents migrated to another region to work; and ii) the project team communicated to the schools administrative the destination region to where the family was planning to migrate, thereby facilitating the registration of these children in the schools in these destination regions and thereby allow them continue their schooling. This required significant effort and involved the organisation of a workshop in 2006 where 60 Provincial Directors of National Education attended, which also proved to be a valuable networking and exchange forum between these Provincial Directors of National Education.

c. Minimizing drop-outs...“Educated parents means educated children”: Another problem faced in the implementation process was the drop out rate of children once the identified families left Karataş. In order to overcome this problem families were provided with training by the project team, covering such areas as literacy courses, infant welfare trainings by professionals, trainings on environmental issues and women's and children's rights. In the area of literacy courses some 245 parents become literate.

This education and training effort toward families and parents made an important contribution to families in searching for possibilities to maintain their children’s school attendance both in Karataş and in their home provinces.

d. Multi-dimensional Nature of the Problems of Seasonal Agricultural Workers: The project has led to an increased understanding of the nature of seasonal labourers and of the reality that effective child labour withdrawal and prevention needs to be addressed as part of a much wider response. For example, seasonal workers living in tents face many more challenges beyond child labour, include personal hygiene and living conditions, education and training needs (e.g. literacy), lack of any skills, lack of knowledge on women rights or problems related to low income. These multi-dimensional problems necessitate multi-dimensional solutions, and this means that effective child labour withdrawal and prevention requires cooperation with other related establishments and institutions.

e. Challenges related to the Child Labour Identification Process: Many migrating families do not go to the same region every year (typically, some 40% of seasonal workers are newcomers each year), meaning that a significant proportion of the children working in commercial seasonal agriculture have to be identified anew each year with the human resource requirements that this work entails.

f. Need for a reliable registration process for seasonal agriculture workers: One of the most important problems for local authorities is the difficulties faced in the registration process of seasonal commercial agricultural workers. When there are problems in registering these workers security and social problems arise at the local level and finding formal solutions to these problems becomes more difficult. As an illustration, seasonal agriculture workers that are not registered do not have the right to benefit from support given within the framework of the social risk reduction project.

g. The integration problems of working children in boarding schools: The integration problems among seasonal commercial agricultural working children continue at boarding schools. Moreover, project stakeholders have realised that other boarding school students and teachers at these schools can also experience some difficulties in relating to these children. In order to achieve a satisfactory integration outcome it is therefore not sufficient just to think about the withdrawn children that have to be integrated but also the place of integration (e.g. boarding school) and the other actors (existing pupils, teachers, parents etc.).

Integrating Seasonal Child workers - A teacher’s perspective.....
<p>“Due to the fact that [these children] are living in tents without any infrastructure, they do not care about personal hygiene or can have problems in using toilets. The most important problem in terms of education is child attendance. ...Such children have very aggressive attitudes, meaning that we teachers have to deal more with the psychological problems of these children than their education. While there is a positive development that can be seen children here when compared with the time they came but these problems increase the challenge of the integration process” (A teacher from a Boarding School met during the evaluation fieldwork).</p>

In the **Employers and Workers Confederation Joint AP** on ‘Eliminating WFCL in Adana a key challenge was that in order to achieve a durable withdrawal from work the children’s families needed not only information on the negative effects of working for the health and education of children but also a social and financial support to improve their situation and access to health service. Other projects on working children had failed to succeed due to the high level of coordination required, but this project’s

sustainability has been made possible given the maintenance and coordination between the employers and workers and other related institutions.

4.5 Sustainability, Impact and Legacy

Overall, this project scores very well in terms of sustainability prospects and in terms of the legacy that it leaves at this point in time. This legacy includes a clear impact delivered in a number of sectors and in a number of regions, including the set-up and roll-out of CLMS and a significant number of children that have been prevented or withdrawn from child labour. Other key legacy aspects are a strong sense of ownership, vibrant national and provincial partnerships and a high motivation to carry on the work to the end. One of the most impressive aspects of the PoS's sustainability performance is how the work of key APs has continued beyond the PoS, and the success of the ILO-IPEC core team and its partner stakeholders in persuading government actors to take over the running of these actions and their associated costs (in particular ongoing staff costs) is possibly the most single impressive sustainability outcome. From ILO-IPEC's perspective, another key positive element for sustainability is the very high regard that almost all partners appear to hold for ILO and its long history of contribution and work in Turkey, and the clear preference that there is a project follow-up led by ILO-IPEC/ILO Ankara.

The PoS's Partnering Approach and Creation of Sense of National and Local Ownership: The development or continuation of partnerships with key national local organisations that have a key strategic rationale has been another good practice, as well as being an important contributory factor to the project's sustainability prospects. The partnership with the Ministry of National Education (MONE) is one of the best examples of this. In addition to being a core part of the solution of withdrawing children and preventing children through continued education MONE has brought to the project its institutional resources and capacity, a national reach and of course its capacity to offer child education in the destination regions of migrant workers' children. Another 'asset' that MONE brings (and indeed many other key partners, such as MoLSS, SCHCEK, TISK, TURK-IS, HAK-IS etc.) is their capacity to 'scale' their project involvement quite quickly to cover new geographical regions not yet addressed by this PoS. It should be pointed out, as implied above, that part of the success of the PoS's partnering it is not just the involvement of key strategic partners that can bring a lot to the project, but the manner in which the PoS has partnered with such organisations, allowing and encouraging partners to make their own contribution and seeking to mobilise their potential to contribute. This sense of ownership was witnessed firsthand among representatives/interviewees of the above-mentioned partner organisations at all levels (senior management, national, regional and local representatives).

There are many examples of excellent sustainability performance in the project. For example, with regard to the **Adana-based AP on Combating WFCL in Seasonal Agriculture**, the SSC has been transferred to Karataş Public Education Centre following the phasing out of IPEC support. The Adana Provincial Government also plans to provide prefabricated houses for the seasonal workers for the coming season, allowing seasonal workers to use these on a rotation basis. This will already represent an important step in addressing some of the wider challenges mentioned above, such as living conditions and hygiene etc. Another planned action includes the development of a brotherhood/buddy system (formation of Self-Help groups) that is foreseen to be established at the local level during the coming semester, with the aim of linking working children in commercial agriculture with the elder students in Karataş High School. The goal of this initiative is to build a relationship similar to brotherhood

between these two groups. Beyond this, other important future developments of relevance to any project follow up include the Ministry of National Education's E-School initiative, which should at the very least enhance the communication and co-ordination possibilities between schools in regions affected by either outgoing or incoming migrating seasonal labour.

The allocated budget for this campaign has been strongly complemented by the TISK and TÜRK-İŞ own resources and other local contributions such as Sabaci Holding that financed the centre's internal maintenance and restoration work as well as the necessary equipment in Adana. It should be mentioned that without this financial support it would have been impossible to organize the programmed activities and achieve the excellent results that it has.

There are also some impressive sustainability outcomes in the AP on the **Elimination of WFCL through the Provision of Vocational Training to the Families of Child Labourers** in Şanlıurfa, where impressive local government commitment can also be seen in the redesigning of the local vocational training centre of Şanlıurfa Municipality into a fully equipped textile workshop. There are also further plans to replicate this project model in other regions that face the same problem. However, stakeholders emphasise that the lack of qualified professionals needs to be addressed in the development and implementation of any such replication effort. All stakeholders mentioned the importance of having ILO/IPEC technical and administrative support on a continued basis, and considered further resource allocation to support the sustainability and the replication of the models developed from the projects as a key priority.

In the IP on the **Elimination of Child Work on Street Trades in 11 Provinces of Turkey** impressive sustainability outcomes are also in evidence, with the Greater Ankara Municipality and the Provincial Directorate of Social Services and Child Protection (SHÇEK) in Diyarbakir have continue strengthening their rehabilitation centres following the phasing out of ILO/IPEC support. Not only that, but these two organisations have also extended their activity to accommodate newly-targeted children in their provinces.

4.6 Good Practice

There are many examples of good practice and good practice in-the-making.

Firstly, the deployment and implementation of the **CLMS** has broadly been successful and implementation progress has meant that this can also be seen as good practice. An important factor in explaining the success of the CLMS deployment has been the impressive commitment and dedication displayed by projects staff, which was witnessed firsthand by the evaluation team during the field visit to Adana. Furthermore, it has reinforced local perceptions that ILO-IPEC brings value partly through well-designed tools and methodologies.

There are a number of **good practices** or '**good practices in the making**' that have been identified. It is highly likely that more could be identified in a more extensive fieldwork effort, but this work could just as well be accomplished collaboratively with the project partners at a point in the near future. In the wider sense many of the above-mentioned success factors (**project leadership and management**,

partnering approach, project staff commitment and dedication, and level of financial leverage – can all be considered as good practice.

Another good practice has been the **cooperation between the key employer and trade union organisations**, a feature of the project that has already attracted significant interest abroad. This has been an important source of satisfaction for representatives of the employer and trade union confederations interviewed, who mentioned with pride the interest and astonishment that their joint collaboration at international conferences etc. From the evaluation fieldwork, it is difficult to conclusively explain this good practice; however one important contributory factor appears to have been the long involvement of employer and trade union confederations in the tripartite ILO dialogue and the high regard in which these organisations hold ILO.

4.7 Current and Future Needs

Many needs and issues have been raised during the evaluation work, and an attempt is made here to provide a flavour of these views. In terms of direction action in the **furniture sector**, stakeholder feedback has shown that while stakeholders are satisfied with the significant number of children that received support during this project there is still a need to replicate this project in other regions in order to really eradicate Child labour in the furniture sector. The need for carrying out surveys on child labour every 5 years in order to better track progress of activities combating child labour is clearly understood by the partners. In general, it is expected that the extension of compulsory education to 12 years of age will lead to an increase in the demand for vocational schools and apprenticeship training institutions and thus the urgency to improve them. The 12 year compulsory education would help to solve the problem of lack of technical workers of the country and would bring to children and their families the opportunity to learn skills that will result in a job possibility at the end. All of this emphasises the need to improve cooperation between apprenticeship schools and industry.

Regarding the AP focussed on **Child Labour in Seasonal Agricultural in Adana**, stakeholder suggestions and consultant recommendations to improve results and meet current and future needs include:

- a. Increasing the number of teachers and social workers
- b. Increasing the number of social support centres
- c. Providing possibilities for vocational training provision to the families of child labourers
- d. Replicating the Karataş model to other problem areas, as there are other agricultural areas that have similar problems with working children where the model used in Karataş should be improved and re-employed.
- e. Ensuring the continuous technical and administrative support of ILO-IPEC, in particular for new projects in the field of seasonal commercial agriculture in different geographical areas.
- f. The need for a more flexible budget: After the ILO-IPEC project has been transferred to the government institutions, a need to flexible budget appeared to utilize in the implementation processes for emergent needs and sundries. This need for flexible budget is especially important when the project needs are very urgent and can not wait for bureaucratic approval timescales.

In the **Employers and Workers Confederation Joint AP** on **'Eliminating WFCL in Adana** a key challenge that has faced stakeholders is a lack of professional staff in the health services, which blocks the possibility of providing adequate health services for everyone. Çukurova University School of Medicine assigned two doctors for the health services in the Centre but this was not enough for the target population. Although children and their families received medicine free of charge during the implementation of the project this is not longer possible since medicine supplies are nearly exhausted.

Regarding the AP on the **"Enhancement of national capacity on Child Labour"** sustainability prospects have been enhanced through the provision of technical support to relevant institutions to increase national and regional capacity. A key outcome, which did not exist previously, has been the design and implementation of a comprehensive nationwide advocacy strategy against Child Labour and its worst forms.

Again, numerous stakeholders across a number of the key APs emphasised the importance of the continuous technical support of ILO/IPEC in order to ensure the sustainability of the projects.

4.8 Evaluation Findings – Specific ToR Themes

4.8.1 Child Labour Monitoring Systems (CLMS)

How did the Project of Support (PoS) and the Ministry of Labour and Social Security (MOLSS) / Child Labour Unit (CLU) help identify institutions gathering information on child labour as part of their official mandate?

Under the lead of the State Institute of Statistics (SIS) and the ILO/IPEC team criteria were developed in order to identify and enlist the different implementing agencies within existing agencies. The various implementing agencies in each of the selected provinces are a key part of the Child Labour Monitoring System (CLMS). This required training relevant staff on the use of a CLMS system and on information collection and inputting, as well as in extracting requested information.

How did the Project of Support and MOLSS CLU help the identified institutions establish, integrate, co-ordinate a multi-disciplinary child labour monitoring system adapted to the local context in each of the selected provinces?

In order to establish, integrate, co-ordinate a multi-disciplinary Child Labour Monitoring System the PoS and MOLSS CLU helped each selected implementing agency to develop its own database on its target sector. The chosen software to build the databases was MS Access, which is easy to build and modify according to the evolving needs of each implementing agency. The records of the database provide information on age, region, family situation, school level of the identified child worker, as well as on the nature and extent of child labour as well as on the services received by working children and their parents and siblings. The information gathered by each implementing agency is available to other institutions both across different institutions and sectors as well as between central authorities and field agencies.

A credible and comprehensive child labour monitoring and reporting mechanism has been established in each of the 13 provinces. They provided information for all the direct action programmes that were being implemented, and which established their individual CLM unit. It is important to mention that different monitoring schema have been developed by the different institutions, and according to their area of expertise. All this was led and supported by ILO/IPEC in cooperation with the MOLSS CLU during the project timeframe and now it is under the guidance of the Provincial Action Committees and project management units of the MOLSS CLU. Moreover, the MOLSS CLU now hosts a pilot inter-institutional Child Labour Monitoring Mechanism on a web-based national database financed by EU funds which builds on the experience and acquired database of the PoS.

How did the PoS and MOLSS CLU help design and implement a training programme on child labour monitoring for the staff of identified institutions?

Under the PoS ILO-IPEC delivered several training sessions for relevant staff of local government units and Provincial Action Committees on Child Labour Monitoring in order to establish a multi-sector monitoring mechanism within the committees and to ensure the flow of information to the national CLM mechanism.

How did the PoS and MOLSS CLU help the TBPPF use the information that was generated from the CLMS? (In other words, what difference did it make?)

The CLMS identified trends in CL and supported different groups and agencies in order to develop effective programmes and policies aimed at the elimination of these trends. This was done through the use of effective instruments and mechanisms that allow the coordination of the monitoring groups activities, development of data collection sheets for the monitoring of working children, scheduled monitoring family visits and identification of working children, the conducting of regular monitoring of the programme area, updating information on the extent of CL, building up complementary databases from the information gathered in the communities and the sharing of this with relevant stakeholders.

Was a baseline survey on children between the ages of 6 and 17 working in the WFCL conducted by the end of the first year? If so, what were the results? If not, why not?

There was no baseline survey at the end of the first year of the programme due to lack of budget. It was agreed to postpone the baseline survey for one year - i.e. to the end of the second year – and the baseline survey has since been carried out together with a general Labour Survey.

4.8.2 Capacity Development

How did the PoS and MOLSS CLU help to identify the capacity needs of relevant institutions to implement the national TBPPF?

ILO-IPEC and MOLSS first identified the shortcomings of the existing institutional structures and their engagement capacity in order to provide the necessary training on management, project design, and coordination and CL issues. The socially inclusive approach used in the PoS also helped create synergies and strong support from the stronger institutions to the weaker ones. Some of the previous ILO-IPEC technical support was used to establish Child Labour Units (CLUs) within the MOLSS and the Trade Union and Employer Organisations. The direct capacity-building activities such as training for labour inspectors, SIS staff etc. also contributed to capacity building in these institutions. Indirect capacity-building activities such as workshops and meetings involving discussions on specific themes or findings also led to know-how transfer from one region to another and to a strong capacity-building and coordination improvement. Another indirect capacity-building activity was the implementation of the MS Access database that supports the centres in their task of providing accurate data in a timely manner to Local Government Agencies, Trade Unions, and NGOs. All of these different activities that have been taking place through out the programme are an important factor in building capacity within national and local Turkish institutions. Institutional capacity development within Turkish institutions still however has room for improvement and particularly at the local level where the training of Provincial Action Committees on child labour issues remains insufficient and further training at the centres level is needed.

How did the PoS and MOLSS CLU help to develop mechanisms to meet the identified capacity needs?

Regular training programmes were carried out within the APs, in particular training for the Action Committee Members. In providing support to these groups the capacity building has gone beyond basic training or system/structural improvement to tailored actions according to specific needs. Moreover, both

the central as well as the provincial-level institutions have strengthened their technical and managerial support to local institutions.

How did the PoS and MOLSS CLU help to deliver forums, conferences, workshops, seminars and other capacity development activities?

Each individual AP delivered planned activities as scheduled in their action programme summary outlines. Based on the training needs of each implementing partner the ILO-IPEC Turkey Office recommended and supported these additional activities.

What difference did capacity development activities make in the ability of relevant institutions to implement the national TBPFF?

The ILO-IPEC APs under the PoS have contributed significantly to increasing the capacity of key institutions to address issues related to child labour and to carry out larger-scale programmes and effective interventions at all levels. Without the direct and indirect capacity activities provided by ILO-IPEC it would not have been possible for governmental institutions to successfully implement some parts of the TBPFF, and further ILO-IPEC technical and coordination assistance helped consolidate and build a multi-sector approach that has contributed to increased self-reliance among government institutions, national and local NGOs and private sector partners in undertaking concerted and sustainable action against child labour. It is important to mention here that the number of trained and experienced staff within the implementing agencies has significantly increased as a result of this PoS.

4.8.3 Mainstreaming

How did the PoS and MOLSS CLU help to identify issues about which decision makers and the public needed to be made aware?

The PoS, together with the Child Labour Monitoring System and the institutional capacity-building work has provided important support for the mainstreaming of child labour issues in to the programmes of both national and international institutions, ranging from State Ministry responsible for Women and Family Affairs to UNDP. The Provincial Action Committees have been particularly involved in mainstreaming CL issues into local government bodies' agendas and budgets. As several activities were realized within the time frame of the PoS the media has also continuously paid attention to the activities against CL. As a result of those actions the State Planning Organisation prepared the 9th Development Plan of 2007-2013 which attaches considerable importance to solving Turkey's CL problem, with references made to this under articles 255, 258 and 623.

How did the PoS and MOLSS CLU help to develop appropriate messages tailored to their target audience?

ILO-IPEC's strong support for the development of well-planned programme designs and for improving the effectiveness of interventions has helped to provide tailored messages to target audience. APs have where relevant included an assessment of the nature and extent of child labour in key sectors and industries that are well known in having child labour problems, as well as an analysis of the causes and consequences of child labour; policy reviews on legislation and labour law enforcement; education and national economic development, including poverty reduction strategies; children's occupational safety

and health studies; and a “mapping intervention” of the experiences of key partners in project and policy implementation.

How did the PoS and MOLSS CLU help develop appropriate modes of communication for delivering messages to their target audience?

The modes of communication supported by the PoS included in the main seminars, meetings, media and publications and promotional material - such as printed promotional materials, posters, and booklets. These played an important part in the effort to gain public attention for CL and in obtaining political and social support to combat it. Existing audio-visual aids were revised, updated and widely distributed, while advocacy programmes were implemented to raise consumer awareness in order to reduce the demand for street trade. In mobilising public opinion against WFCL both the local and national media had an important role in the awareness raising to the wider public on the effects of child labour. Thus, the PoS has promoted an active involvement of national and local media (radio, television, networks and print media, such as newspapers, magazines) and the use of tailored media and communication channels according to each local communities' profile and needs.

What difference did the awareness raising efforts make in the mainstreaming of CL issues?

The awareness raising efforts in the mainstreaming of CL has provided a source of personal and institutional commitment, as can be seen for example in the repetition of Child Labour programmes already broadcasted by the public and private television and radio stations that introduced ILO-IPEC activities along with the activities of the PoS social partners in combating CL. This intensive media coverage is extremely significant in bringing child labour related issues to the attention of the general public and in mobilising societal support and resourcing. As an example of these awareness-raising activities ILO-IPEC's web-based voluntary God-Parent campaign yielded impressive results, both in its ability to raise awareness through the campaign's website and in generating private donations to support beneficiaries' needs. The voluntary God-Parent campaign achieved its objectives of reaching more than 208,000 people and raising financial contribution for more than 4,000 children. SHÇEK is willing to continue this awareness campaign given that everything is already put in place and its sustainability is ensured for the coming educational year.

4.8.4 School Systems

How did the PoS help to identify aspects of school systems in need improvement?

ILO-IPEC, in concert with the Provincial Directorate of Primary Education, gave great importance to monitoring the attendance of children withdrawn from working situations. This task required the coordination not only of the local schools on the targeted regions but also other regions - in particular for those children withdrawn from seasonal commercial agriculture that return to their home region or go to another region to continue the rotational agriculture seasons. ILO-IPEC also identified the need for financial support for withdrawn children to allow them obtain school supplies and uniforms. Other strategies were developed by the social support units to enrol and retain working children in school and to ensure their proper progression towards the completion of their 8-year-compulsory programme of primary education.

How did the PoS help design and deliver professional development opportunities to educators?

ILO-IPEC and MONE prepared special training to help former working children in class deal with their problems and to increase these children's attendance levels and their retention and academic performance levels. This training targeted teachers and school principals in the targeted regions. MONE also prepared a teacher training manual "*Teachers' Role in Identifying Children under Risk*" and on December 2007 over 75 national and provincial officials received training. This training provides a deep understanding of the goals and objectives on the elimination of child abuse and how these can be linked to strategies for managing education for all.

How many schools provide such opportunities?

More than 130 schools (at least 10 schools in each target provinces).

How did the PoS help improve existing curricula and/or develop new curriculum to meet identified needs? How many schools made such changes to the curriculum?

The Project of Support and MONE have paid special attention to the need of adapting the education system in Turkey in order to accommodate former working children. The alternative educational models that have been developed have been expanded and replicated locally. During the PoS MONE organised national and local workshops that provided draft policy recommendation which were revised and adopted. Initially in 2004, the revised curriculum for grades 1 to 5 was tested in 120 schools in nine provinces. For the 2005-2006 school year the revised curriculum was adopted countrywide.

What was the result of efforts to enhance school systems to meet the needs of working children?

In order to strengthen the education of children withdrawn from seasonal commercial agriculture several children were placed in boarding schools during the time that their parents are involved in seasonal agricultural activities. Others were enrolled in special summer schools in order to avoid the children being drawn back to work. For the smaller children (i.e. siblings of former CLs) a nursery school was provided for these children. At the end of the project, the school system has been improved and meets the needs of the former working children. Moreover, school attendance of all former working children is closely monitored. Significantly, an e-school database has been launched that is intended to collate all educational data and attendance sheets of students across the country, and will be used by MONE and all the schools around the country in the near future. This database includes a specific module to track the school attendance and performance of working children channelled into compulsory education to prevent their dropping out to work. This project offers significant potential to aid MONE in tracking withdrawn children, in particular children of parents that migrate to undertaken seasonal labour.

4.8.5 Social Support Centres

How did the PoS and MOLSS CLU help to establish new Centres and strengthen existing ones?

While SHCEK runs the community centres and has a wider community development mandate, the Ministry of National Education (MONE) runs the centres in the agricultural sector and the Ministry of Labour the support centres in the furniture sector. The ILO-IPEC PoS is the facilitator and technical adviser to the community centre on Child Labour. Social Services Centres are established to withdraw working children and children at risk, and provide them with rehabilitation, educational, health, nutrition, and psycho-social and crisis counselling services while assisting their families through the provision of social support. The PoS has in fact provided coordination between stakeholders on the requirements for

new centres. Provincial governors and mayors are willing to provide building spaces that can be utilised as support centres, and related government institutions and/or project stakeholders provide the implementation requirements. Following the phasing out of ILO-IPEC support, the capacity of existing SHÇEK Children and Youth Centres and community centres providing rehabilitative services has been strengthened in order to broaden their coverage, increase accessibility and formulate more effective policies. Most of the refurbishment costs of these centres are covered by local funds, another example of a good sustainability outcome in this project. The centres identify initiatives, organizations and institutions and conduct an analysis of their experiences, capacities and services available for children and their parents. ILO-IPEC's financial contribution in the establishment of both centres is very limited, considering the local resources mobilized to establish and run them.

How were Centre staff selected and trained?

The Centres' staffs were selected through interviews and in most cases staff members from the implementing partners were assigned to the centres. Staff members working at the support centres and civil servants working at the central level have high education levels and are well aware of child labour issues - however what makes them unique is the level of commitment they demonstrate. University students' also added value in helping working children has been based on their bringing a range of skills in addition to those of the centre staff, while social workers trained and supervised volunteer students. PoS in collaboration with MONE, Directorate of Social Services and Child Protection and local Municipalities have provided teachers and additional social workers to support the centres.

How did the PoS and MOLSS CLU help to determine what goods and services to provide to working children and their families?

The goods and services provided to formerly working children and their families are determined by the social workers. These workers have decided what needs exist according to the child and family characteristics, education, vocational training, summer school, sports, handicraft training, psychiatric help, reproductive education, health services, counselling, and many more. Centres provide career and personal counselling services individually or in groups. The social worker interviews lead to gather information on the needs both in kind and in services of working children and their families. Other institutions are also involved in the services provided in complementarity of the Centres, such as medical screening for children through mobilising local resources. The observed health conditions of working children provide information as to what working children's needs in terms of health services. Ensuring the medical treatment of children when needed, in co-operation with the Provincial Directorate.

How did the PoS and MOLSS CLU help to coordinate with other institutions to provide complementary services to avoid duplication?

PoS held regular Provincial Action Committee meetings that involved the participation of all the relevant institutions and individuals in all the target provinces in order to avoid any duplication. Overall, co-ordination and co-operation appear to have been very satisfactory. In any future follow-up programme it may also be worth involving at a national level Ministries involved at provincial level (e.g. Ministry of Health).

How many working children received health services? Vocational training? Counselling? Number and scope of other interventions that were provided?

See attached table (provision of direct services to children and families).

Number of Child and Family Beneficiaries for Health-Related Services, Vocational Training

a. Direct services provided to children

	Types and quantity of direct services provided to children (direct beneficiaries)										Total	
	Direct services						Direct services providing incentives					
	Non-formal education	Formal schooling	Vocational or skills training	Legal assistance	Counselling services	Health services	Nutrition	Uniforms	Books and school supplies	Stipend		Other incentives
Girls	108	876	53	100	1369	249	660	492	493	429	868	5697
Boys	225	1843	242	261	3444	711	4226	1533	3238	1703	1477	18903
Total	333	2719	295	361	4813	960	4886	2025	3731	2132	2345	24600

If one child receives both legal assistance as well as a uniform, a total of two services would be reported in this table; one service counted under legal assistance and one service counted under uniforms.

b. Direct services provided to families

	Types and quantity of direct services provided to adult members of families (direct beneficiaries)						Total
	Vocational or skills training	Income generating activities	Credit schemes	Basic literacy training	Medical check ups	Other services	
Female	489	246	657	364	1042	4489	7287
Male	182	40	41	34	108	1836	2241
Total	671	286	698	398	1150	6325	9528

4.8.6 Vocational Training

How did the PoS help identify vocational training needs of the families of working children?

PoS helped the identification process by contacting families through child labour bureau/social support centres and channelling them to appropriate vocational training programmes according to their orientation. With the help of the mapping of existing employment creation opportunities, (including business and enterprise structures as well as employment and income generation schemes) and in coordination with other agencies as municipalities and enterprises the PoS defined local labour demands. According to these demands vocational training courses were launched. Furthermore, demand for a specific type of vocational training can be requested by employers or the families according to the observed needs in the labour market of the area.

How did the PoS help design and deliver vocational training for the families of working children?

As a starting point vocational training needs (required skills) of the district and/or province, is identified. Then, map existing employment creation opportunities, including business and enterprise structures, as well as employment and income generation schemes in the district and/or province. In cooperation with provisional directorate of Turkish Employment Agency (İŞKUR) to identify employment guaranteed vocational course areas. The course programme is prepared and it is ensured that the necessary logistics maintained. The vocational training instructors are trained on locally adapted teaching materials for skills training. As a last point, vocational training courses were carried out for the identified families.

How many vocational training opportunities were provided to the families of working children?

A total number of 671 families benefited from vocational training activities within the PoS.

What was the result of the vocational training provided to the families of working children? Did it, in fact, lead to greater job opportunities and increased access to the social safety net?

Some mechanisms as the following ones are utilized for the sustainable job opportunities for the families of working children and children under risk:

- a. With the help of the consultation of local industry associations, trade unions and community groups, the sectors where there is labour demanded are defined and because of this reason the graduate of the vocational courses have greater chance in the labour market.
- b. Identify employment guaranteed vocational course areas in cooperation with provisional directorate of Turkish Employment Agency (İŞKUR)
- c. Provide counselling to trained families on their application to possible job opportunities and maintain contact with employers.
- d. Consult local government agencies, NGOs and donor agencies affiliated with other socio-economic development projects on ways of including families of children in WFCL in existing income-generation activities

5 PART IV Conclusions & Recommendations

5.1 Conclusions

The key conclusions from the evaluation work are

Achievement of Objectives

While the final evaluation work has been constrained in terms of the level of fieldwork that could be done across the Action Programmes (APs), the review of project reports and stakeholders interviews show a strong record of achievement, with project results generally matching or exceeding the initial targets. In the case of some APs, the level of achievement or surpassing of targets has been impressive, and project promoters and sponsors such as USDOL can take much satisfaction from this.

Examples of the project's surpassing of target outputs and results can be seen in the following APs – in the Seasonal Agriculture Labour AP in Adana, 2059 children were withdrawn from work and 1721 children were prevented from work, against targets of 1,000 withdrawn children and 1,750 prevented. This AP's target was to reach 600 families with support services, and 893 families were reached. In the AP focussed on the elimination of WFCL in street trading in 11 provinces, the total target was to reach 6700 children, yet 8,172 were reached.

Project Design and Structure

The project design into the various component APs has worked well in many respects, allowing some flexibility in how implementation was pursued. A key strength of this structure is that it promotes ownership among the various AP partners and leaders. However, there is scope to increase the conceptual clarity of the project (or at least the presentation thereof) for outside observers (and possibly many project stakeholders) – for example there is insufficient distinction between key APs such as the AP *Eliminating WFCL in Seasonal Commercial Agriculture in Karatas* (IPEC funding of USD 352K) and the AP *Eliminating CL in Street Trades in 11 Provinces* (IPEC funding of USD 421K) compared with the mini APs focussing on *Awareness-Raising on WFCL in Street Trades* and the AP focussed on the *Photography Album* which in contrast have much smaller budgets (e.g. involving IPEC funding of USD 5K and USD 2.5K respectively, in addition of course to national co-financing). The sector approach also seems to have worked satisfactorily thus far. In addition to allowing the PoS to respond with customised interventions to the different nature of WFCL in each sector, it also brings a certain conceptual clarity to the PoS.

Participatory Design Approach and SPIF: Another strong point has been the strong participatory and consultative approach adopted in the detailed project action preparation process, and the use of the SPIF approach. This participatory approach has been an important factor in generating a sense of ownership from the outset and is one of the reasons underlying the project's successful performance and strong sustainability prospects.

Understanding the Nature and Scale of WFCL: Much progress has been made in understanding the scale of WFCL, especially through the BLS work in the core target sectors. The work of Turkstat has also brought real value, and real efficiency and leverage can be

witnessed in how the project has built its research and information-gathering goals into ongoing work of the Turkstat. However, the evaluation team is not convinced that there is sufficient information and understanding as to what is the full scale and nature of WFCL in Turkey and this may well be an area where more work and resources need to be invested. If this is true, this reduces somewhat the credibility of the goal to eliminate WFCL by 2014, as this would mean that the scale of effort required is not really known as the scale of the problem is not really known.

Project Management Performance

Without doubt, one of the project's best practices – and a clear reason for the record of achievement of this PoS – is the performance of the project management team at ILO Ankara. The evaluation team have been highly impressed with the overall performance of the core project management team, and believe there is much that ILO-IPEC can draw from this project management performance that could offer the prospect of increased project performance in other countries and regions were the lessons of this project management experience to be distilled and applied elsewhere.

Key ingredients of this project management success story have included a) excellent people skills, and relationship-building skills of the project team, in particular the project director, b) a combination of diplomacy, tact allied with a flexibility on how to reach the end result, c) an open-minded management approach willing to share 'ownership' of the project and focussed on mobilising and 'involving' others, and a d) a real attitude and spirit of 'partnership' to national and local government counterpart organisations and other project partners. In fact, this success has been as much about effective project leadership as effective project management.

Sustainability and Legacy

Overall, this project scores very well in terms of sustainability prospects and the legacy that it leaves at this point in time. This legacy includes a clear impact delivered in a number of sectors and in a number of regions, including the set-up and roll-out of CLMS and a sizable number of children that have been prevented or withdrawn from Child Labour. Other key legacy aspects are a strong sense of ownership, vibrant national and provincial partnerships and a high motivation to carry on the work to the end. One of the most impressive aspects of sustainability is how the work of key APs has continued beyond the PoS, and the success of the ILO-IPEC core team and its partner stakeholders in persuading government actors to take over the running of these actions and their associated costs (in particular staff costs) is possibly the most impressive sustainability outcome. There are many other possible examples of sustainability and legacy, for example the financing of the renovation work in one of the project centres in Adana by a member company of the employers' confederation. From ILO-IPEC's perspective another key positive element for sustainability is the very high regard that almost all partners appear to hold for ILO and its history of contribution and work in Turkey, and these stakeholders' clear preference that there is a project follow-up led by ILO Ankara.

The PoS's Partnering Approach and Creation of Sense of National and Local Ownership:

The development or continuation of partnerships with key national local organisations that have a key strategic rationale has been another good practice, as well as being an important contributory factor to the project's sustainability prospects. The partnership with the Ministry of National Education (MONE) is one of the best examples of this, but there are many others, not least the partnership with MoLSS, and the Employer and Trade Union bodies. In addition to being a core part of the solution of withdrawing children and preventing children through continued education, MONE has brought to the project its institutional resources and capacity, a

national reach and of course a capacity to offer child education in the destination regions of migrant workers' children. Another 'asset' that MONE brings (and indeed many other key partners, such as MoLSS, SCHCEK, TISK, TURK-IS, HAK-IS etc.) is their capacity to 'scale' their project involvement quite quickly to cover new geographical regions not yet addressed by this PoS. It should be pointed out, as implied above, that part of the success of the PoS's partnering it is not just the involvement of key strategic partners that can bring a lot to the project, but the manner in which the PoS has partnered with such organisations, allowing and encouraging partners to make their own contribution and seeking to mobilise their potential to contribute. This sense of ownership was witnessed firsthand among representatives/interviewees of the above-mentioned partner organisations at all levels (senior management, national, regional and local representatives).

Good Practice

There are a number of **good practices** or '**good practices in the making**' that have been identified. It is highly likely that more could be identified in a more extensive fieldwork effort, but this work could just as well be accomplished collaboratively with the project partners at a point in the near future. In the wider sense many of the above-mentioned success factors (**project leadership and management, partnering approach, project staff commitment and dedication, and level of financial leverage** – can all be considered as good practice.

Firstly, the deployment and implementation of the **CLMS** has broadly been successful and implementation progress has meant that this can also be seen as good practice. An important factor in explaining the success of the CLMS deployment has been the impressive commitment and dedication displayed by project staff, which was witnessed firsthand by the evaluation team during the field visit to Adana. Furthermore, it has reinforced local perceptions that ILO-IPEC brings value partly through well-designed tools and methodologies.

Another good practice has been the **cooperation between the key employer and trade union organisations**, a feature of the project that has already attracted significant interest abroad. This has been an important source of satisfaction for representatives of the employer and trade union confederations interviewed, who mentioned with pride the interest and astonishment that their joint collaboration at international conferences etc. From the evaluation fieldwork, it is difficult to conclusively explain this good practice, however one important contributory factor appears to have been the long involvement of employer and trade union confederations in the tripartite ILO dialogue and the high regard in which these organisations hold ILO.

Income supplementation/Job creation project in textiles sector: This part of the AP in Sanliurfa could at this point in time better be described as 'good practice potential'. With further development and refining of the approach, our impression is that this project can achieve a bigger impact. To-date, parts of the good practice elements in this project include the tenacious and comprehensive approach to identifying women candidates for the training, as well as the flexibility in the training approach and 'meeting' the participants 'at their own reality' with appropriate training and support. Other potential good practice ingredients include the impressive determination of the trainees to create supplementary income for themselves.

Leverage: One of the good practices of this project has been the scale of financial and non-financial resources brought to the project by national and local counterpart organisations. This has meant that there has been a significant 'leverage factor' on every ILO-IPEC-USDOL dollar

that has been spent on this project, providing both ILO-IPEC and USDOL with a very good return on their investment in terms of attracting further national co-financing.

Another good practice has been the **cooperation between the key employer and trade union organisations**, a feature of the project that has already attracted significant interest abroad.

Project mobilisation and staff motivation: At the risk of being repetitive, the level of project staff motivation and volunteer spirit witnessed in this project is impressive, and is of a level rarely seen by the evaluation team. Indeed, many European or US corporations would happily pay a lot of money in return for seeing such dedication levels among their employees.



Selected Success Factors



SELECTED SUCCESS FACTORS

- Some solid preparatory work (e.g. baseline surveys)
- Proven systems (e.g. CLMS)
- Facilitating a Sense of national and local ownership
- Strong partnerships
- Project Management (Leadership) & Co-ordination
- Mobilising goodwill and people's hearts and minds
- Leverage (doing a lot with not so much)

6

Short- and Medium-Term Risks

There are however, a number of short-term and medium term risks that the project faces:

Short-term risks: A key short-term risk is that the project is now in a transition phase, following the formal end of the project in December 2007. Transition arrangements by their very nature entail increased risk when there is uncertainty about the future direction. While some transition financing foresees the retention of the core project management presence through the continuing engagement of the Project Director, other project staff have ceased to work on the project. Thus, the capacity of the core project management team has been reduced, and this can only reduce capacity to respond to partner requests and challenges and there is always the risk that this may lead to some uncertainty and frustration among national partners or a loss of momentum. Another concern noted by the evaluation team is that the contract of the core staff member that has handled much of the project's financial operations has been terminated at end of 2007 due to lack of budgetary resources, yet the project will be subjected to a financial audit during Q1 of 2008. Another key short-term risk is the lack of a future follow-up path leading to further staff changes, in particular the loss of the CTA, which would in our view represent a

significant blow to any future project follow-up, in addition to the negative signal it would send to project stakeholders across the country.

Medium-term risks: A medium-term risk is that the follow-up to this project, in terms of the nature and scale of the follow-up action, does not match rising expectations, following the momentum created by this project, and leads to a loss of credibility and momentum. While this is unlikely, such a risk should be factored into any consideration on 'where to go from here' (see below).

Conclusions Regarding the Future

The evaluation team concludes that this PoS has represented a considerable step forward on the road to Turkey's goal of eliminating WFCL by 2014. Based on the performance of this project and the results obtained the evaluation team conclude that there is a real possibility for Turkey to achieve its goal of eliminating WFCL by 2014. Too often, such high-level goals are set where there is little evidence to suggest that the will or means is available to achieve them, but in this case we believe it can be attainable in large part if a larger follow-up project is put in place and a number of actions are taken. This is further developed in recommendations on the future in the recommendations section below.

5.2 Recommendations

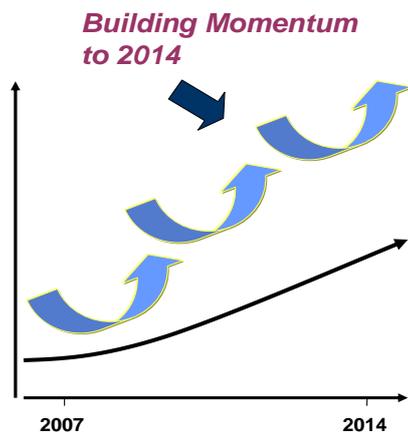
The key recommendations from the evaluation work are:

Core Recommendation: We recommend a much larger follow up programme is put in place, with a longer time horizon (e.g. 2008 – 2012), and where the end goal should be to achieve Turkey's stated goal of eliminating WFCL by 2014. As part of this recommendation, we believe that a number of actions and some different approaches may but in this case we believe it can be attainable in large part if a larger follow-up project is put in place and a number of actions are taken.

- **National Scale:** We believe that a follow-up programme should be truly national in scope, i.e. that it should cover all regions in Turkey where CL is assessed to be an issue. However, such a scaling to ensure a national coverage could take a phased approach and would not need to happen "all at once"



What is needed to eliminate Child Labour by 2014 ??



- Clear view on the SCALE of the challenge
 - National CL figures for today
 - Future projections & assumptions up to 2014
- Strengthen the holistic approach to CL:
 - CL monitoring and action programmes
 - Vocational Training
 - Employment creation, income supplementation

■ ?

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- **Project Design:** We recommend a greater conceptual clarity in the project design phase, as well as a more intensive design and preparatory phase. While the co-design of the AP actions between partners and ILO-IPEC should continue as in the past, there should also in our view be a stronger focus on the design of the core conceptual model into which APs will fit.
- **Project Timing and Duration:** Overall, we recommend that the project concept is developed to include all actions deemed necessary to be undertaken between now and 2014 secure the elimination of WFCL. This could be done under a 2-phase approach, for example a very detailed work programme for 2008/09 – 2012, followed by a less detailed provisional work programme for 2013-2014

- **Role of ILO-IPEC:** Based on the evaluation's conclusions regarding local perceptions of ILO-IPEC, we recommend that ILO-IPEC is at the centre of the international co-ordination of a follow-up project. This is important for a number of reasons, not least because
 - o It ensures continuity of many key relationships, project management practices with which national partners have become familiar, and tools (e.g. CLMS) with which they have invested and grown familiar, thereby avoiding some transition costs,
 - o This is what many key national and local partners want,
 - o Continued ILO-IPEC involvement will likely be particularly valuable in terms of leveraging the contribution of the key employer and trade union organisations.
 - o At the operational management level, we consider that it is vital that the services of the existing project director are secured for a future programme, and that the future project management approach builds on the approach used during this project.

- **Financing:** We recommend that ILO-IPEC approaches USDOL and the German Government, as well as other donors, with a view to securing a larger financing envelope for a follow up programme.

- **Business Start-up Support and Income Supplementation:** We recommend a huge increase in the focus on Business Start-up Support and Income Supplementation, in order to increase the income replacement possibilities for parents who face income loss due to their children being withdrawn on a national scale. It is key that a variety of models are developed and tested, and that such initiatives are scaled nationally as quickly as possible

- **Donor Co-ordination:** Donor co-ordination in WFCL initiatives will be key during the coming years, in order to avoid duplication or missed synergies. It is unlikely that the financing require for a Programme of Support on a national scale can be funded by any one donor, and we recommend a strong modular approach and menu of options in the design of a follow-up programme so that other donors could fund discrete elements of the wider programme. This will require a significant and intensive donor contact and communications programme from ILO-IPEC and possibly in tandem with lead donors. Securing complementarity and synergies with the EU will be key, as will ensuring donors play to their strengths. In this respect, we recommend an in-depth discussion and partnership approach with the EU, whom the evaluation team believes can play a very significant role in leading and financing programme axes such as business support and income supplementation. This would also appear to make sense in terms of the EU's significant experience globally in this area, its significant and long-term funding support to Turkey, and its 'domestic' EU-27 type experience with Structural Funds programmes in this area.

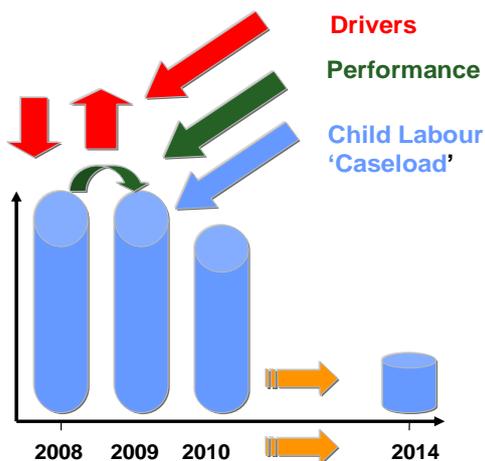
- **Sector Approach:** As mentioned, the sector approach seems to have worked satisfactorily thus far and allows the PoS to respond with customised interventions to the different nature of WFCL in each sector. It is recommended that this sectoral approach is continued within any follow-up programme, however this should not preclude the extension into other sectors that scaling will need to involve. Moreover, where nationwide scaling means working in numerous sectors within one geographical area, any sectoral focus will most likely have to be subordinated to a geographically-focussed implementation structure.

- **Understanding the Nature and Scale of WFCL:** We recommend that a separate AP is built into a future follow-up programme that centralises all information needs. Some parts of this work could be subcontracted by sector or region but the starting point should be a country-wide

assessment of what information gaps exist regarding the scale and nature of WFCL and how to design an action programme that will fill these information gaps.

Medium-Term Planning...What is the Scale of Current & Future WFCL?

What is needed to eliminate Child Labour by 2014 ??



- Further develop understanding on the SCALE of the CL challenge:
 - National CL figures for today
 - Future projections & assumptions up to 2014
- What are the Drivers/Influencers?
 - Population growth?
 - Internal Migration?
 - Economic Performance?
 - EU Accession Preparation (Acquis Communautaire)?
 - Etc.

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Recommended Considerations for USDOL and for any Future Financers for the Future

It is incumbent on all donor organisations, in this case USDOL and the German Government, to take stock of the results and impact of an action that they have supported at the end of the project or programme's life cycle. For USDOL and the German Government, the findings of this evaluation will likely feed into their own wider assessment process on the Turkey Project of Support (PoS) and inform their deliberations as a) whether a further project is necessary or justified, and b) whether they want to be associated with any follow-up action.

Regarding the first question - whether a further project is necessary or justified – we would strongly recommend that a larger follow-up action is developed. The results produced from the current Project of Support and the support and investment (both financial and non-financial) of national and local Turkish partners have us recommend Turkey as an environment where a Donor organisation can hope to achieve higher than average 'development returns', both in terms of achieving ambitious goals in the area of WFCL and in terms of securing an efficient utilisation of financial resources invested. Moreover, both donors' financial support for this PoS has been instrumental in allowing the situation regarding WFCL move to a significantly better 'interim situation' in Turkey, something from which both they and ILO-IPEC can drawn strong satisfaction. However, just a venture-capital investor may expect invest a second or third round of venture financing in a high-growth technology company before it secures a trade-sale or an IPO exit, there are often good reasons for a donor organisation to 're-invest' in a follow up project. Our recommendation to USDOL and the German Government is that that there are many good reasons to support a follow-up project – not least the fact that a well-designed and

significantly scaled-up programme offers the possibility to secure the end goal of eliminating WFCL in Turkey, or coming very close to this. This is a goal which we believe can inspire all stakeholders, not to mention that success would mean that Turkey would (at least to our understanding) become the first country where ILO-IPEC and its donor partners would have succeeded in eliminating WFCL. In addition to the impressive and inspiring legacy that this would represent the possible impact that it could have on ILO-IPEC work across the globe could be very significant.

Scaling in terms of partnerships

Going forward, we believe that a key success factor in allowing Turkey to eliminate WFCL by 2014 will be to rapidly scale up the project in terms of the involvement of key strategic partners. We therefore recommend that the work on a follow-up project design includes detailed consideration of how to scale the involvement and contribution of partners such as MONE, MoLSS, the Employers Confederation and the Trade Unions will likely be a key part of a successful scaling, as in addition to mainstreaming WFCL actions into the operational work of government ministries and agencies, the national networks and reach of these organisations will be key in rapidly securing national geographical coverage. Such partners are also likely to be key resource in terms of rapid and large-scale capacity building, for example MoLSS and MONE train-the trainer programmes to transfer skills to their staff that have not yet been involved in this PoS. Scaling up to a truly national programme will also likely require increased involvement at the national level of government actors who to-date have had some involvement at local level in specific APs, such as the Ministry of Health and the Ministry of Agriculture.

Refining and Strengthening Project Intervention Models

We recommend that significant effort should be invested into the design phase and preparation phase, with a view to ensuring that all learning from this project is applied to the set up of the follow-up programme. This should involve a participatory reflection and learning process among project stakeholders, as well as contributions and suggestions from stakeholders regarding their views on future needs and actions, which will increase further the existing sense of ownership.

It is likely that core and tested ILO-IPEC tools such as CLMS will not require much (if any) adaptation and here the challenge may be how to best replicate a CLMS across new regions and provinces and build the required capacity in a short scale of time. One approach might be to 'pair' regions for cross-mentoring (i.e. some kind of 'buddy' system). Our analysis of stakeholder interviews and fieldwork findings suggest that some of the PoS actions can also be strengthened before being deployed on a larger scale. One example is the part of the *Sanliurfa AP* focussed on vocational training and income supplementation, whose results are (as mentioned above)

Strengthening for Scaling – An Example: The Case of the Sanliurfa Training and Income Supplementation Activity (Sub-Project)

However, the evaluation team have the impression that this promising project could possibly be strengthened in a number of ways, for example a) seeking to reduce the (staff time) cost of the identification process by testing an approach of using former women participants in the training as a key source of referrals for future candidates (on the assumption that most entrepreneurially minded persons know other like-minded persons, setting up a structured linkage with the municipal authorities in order to allow the training project avail of municipal financing for local start-up business persons, and c) taking a much larger and strategic view of what is the potential of textile demand from clients of such women entrepreneurs, including not just the local market but also regional, national and international.

extremely promising and deserve much more in-depth analysis. The inset box provides some

recommendations on how this action can be strengthened. With regard to another project area, it is also recommended that an in-depth analysis is made to explore if there are potential synergies with the MONE e-school project and a follow up WFCL project.

Project Leadership, Management and Operations

It will be important that the project management style of this PoS is continued in a future programme, and in that respect every effort should be made to retain the core project management team from this project. This should happen as soon as is possible, not just in order to avoid loss of experience and of momentum, but also because the experience of the project management can bring a lot to the project design and preparation phase.

Concluding Remarks – From Project of Support to Programme of Support

Overall, the PoS displays an impressive track record of achievement. In a broad sense, a number of areas of this project can be considered good practice, such as the project management and leadership from the ILO-IPEC team, the dedication of project stakeholders at all levels, the results produced against initial targets, the financial leverage and value for money, and the level of sustained actions that have been mainstreamed into national government and non-government partners. In short, there is a very significant legacy of achievement left behind by this project, and this is something that all project stakeholders, ILO-IPEC, the project donor partners USDOL and the German Government – and above all the Government of Turkey - can draw significant satisfaction and pride.

But so much still remains to be done. Moreover, we believe that the current scale of progress will not be sufficient to succeed in eliminating WFCL in Turkey by end of 2014 and that a very significant quantitative leap in resources and ambition is now needed. We therefore recommend that all stakeholders now move with urgency to consolidate and build rapidly upon this progress by creating a truly nationwide comprehensive Programme of Support that charts a course of action that will result in Turkey becoming the first country success story in eliminating worst forms of child labour.

No doubt but that the goal is highly ambitious and the clock is ticking. No doubt but that achieving this goal will represent a huge challenge. But the dedication and professionalism shown during the PoS by stakeholders at all levels suggests that it is possible. In any case, 'failing' to reach such an ambitious goal will still deliver a far bigger advance in terms of eliminating WFCL in Turkey than succeeding in a much smaller endeavour. Total or near-total success would create a development co-operation success story that could be an inspiration for many developing countries across the globe, and would send a powerful message from the Government of Turkey to its future EU Member States partners. It would also bring ILO-IPEC and its donor partners a significant legacy of achievement for the many previous years of effort in Turkey, not to mention global peer recognition and enhanced standing within the development cooperation community. But most importantly of all, it would forever change the lives of thousands of children who were unlucky enough to never have had any choice in choosing or not their current life of child labour.

ANNEXES

Annex A.1 List of Stakeholders Met

	Name	Organisation	Technique	Date	Location
1		ILO	Depth Interview	04 Dec 2007	Ankara
2		MLSS	Depth Interview	04 Dec 2007	Ankara
3		MLSS	Depth Interview	04 Dec 2007	Ankara
4		MLSS	Interview	04 Dec 2007	Ankara
5		MLSS	Interview	04 Dec 2007	Ankara
6		MLSS	Interview	04 Dec 2007	Ankara
7		Karatas Social Support Centre	Interview	05 Dec 2007	Adana
8.		Karatas Social Support Centre	Interview	05 Dec 2007	Adana
8		Karatas Social Support Centre	Interview	05 Dec 2007	Adana
9		Provincial Director of National Education	Depth Interview	05 Dec 2007	Adana
10		Karatas District Governor	Depth Interview	05 Dec 2007	Adana
11		Karatas Public Training Center	Depth Interview	05 Dec 2007	Adana
12		School Director	Interview	05 Dec 2007	Adana
13		Teacher	Interview	05 Dec 2007	Adana
14		Teacher	Interview	05 Dec 2007	Adana
15		Tevfik Avser Boarding School	Focus Group Discussion, role playing	05 Dec 2007	Adana
16		Adana Provincial Directory of Social Services and Child Protection Agency	Depth Interview	06 Dec 2007	Adana
17		COGEM Yüreğir Community Centre	Interview	06 Dec 2007	Adana
18		COGEM Yüreğir Community Centre	Interview	06 Dec 2007	Adana
19		Social Support Centre (TISK, TÜRK-İŞ)	Depth Interview	06 Dec 2007	Adana
20		SHÇEK Gaziosmanpasa Community Centre	Interview	07 Dec 2007	Istanbul
21		SHÇEK Gaziosmanpasa Community Centre	Interview	07 Dec 2007	Istanbul
22		SHÇEK Gaziosmanpasa Community Centre	Interview	07 Dec 2007	Istanbul
23		Director of Social Solidarity Fund	Depth Interview	07 Dec 2007	Istanbul
24		Gaziosmanpasa Primary School	Depth Interview	07 Dec 2007	Istanbul
25		Gaziosmanpasa Municipality,	Depth Interview	07 Dec 2007	Istanbul

	Name	Organisation	Technique	Date	Location
		Director of Sport Club			
26		SHÇEK Gaziosmanpasa Community Centre	Focus Group Discussion, role playing	08 Dec 2007	Istanbul
27		Director SHÇEK Unit for Families and Children	Depth Interview	10 Dec 2007	Istanbul
28		Directory general of Primary Education MONE	Interviews	10 Dec 2007	Ankara
29		Directory general of Primary Education MONE	Interviews	10 Dec 2007	Ankara
30		Directory general of Primary Education MONE	Interviews	10 Dec 2007	Ankara
31		Project Coordinator, MONE	Depth Interview	11 Dec 2007	Ankara
32		TİSK	Multi- interviews	11 Dec 2007	Ankara
33		TİSK	Multi- interviews	11 Dec 2007	Ankara
34		HAK-İŞ	Multi- interviews	11 Dec 2007	Ankara
35		HAK-İŞ	Multi- interviews	11 Dec 2007	Ankara
36		HAK-İŞ	Multi- interviews	11 Dec 2007	Ankara
37		GAP Administrator	Depth Interview	11 Dec 2007	Ankara
38		Project Coordinator UNICEF	Depth Interview	12 Dec 2007	Ankara
39		UNDP	Depth Interview	12 Dec 2007	Ankara
40		EC	Depth Interview	12 Dec 2007	Ankara
41		TURKSTAT	Depth Interview	12 Dec 2007	Ankara
42		TÜRK-İŞ	Depth Interview	12 Dec 2007	Ankara

Annex A.2 Short Overview Key Activities by Action Programme

A.2.1 Action Programme — Elimination WFCL in Seasonal Commercial Agric. thro' Education

Activities implemented under this AP included:

- Meetings with governmental organizations, NGOs, families and intermediaries in order to identify and inform on the project and request their participation and support.
- Set-up of Action Committees (ACs) at Provincial and District level and making them operational.
- Organising the workshop “*Education Related Outcomes of Seasonal Commercial Agriculture and Measures to be taken*”, that was attended by Provincial Education Directors from 60 provinces.
- Organising a conference on “*Good Practices in Education*” by Sabancı University in İstanbul and Adıyaman,
- Organising awareness-raising meetings targeting working families, employers and intermediaries,
- Carrying out different activities at provincial level to build awareness under the framework of the “*World Day against Child Labour*”.
- Among the awareness-raising campaigns the project activities were introduced nationwide through TV programmes including “NTV Bamteli”, “CNN Türk Gece Görüşü”, “CNN Türk Special Programme for April 23rd” and “TRT Umutla Yaşamak” while the French channel TF1 broadcasted a documentary on project activities on occasion of June 12 World day against Child Labour..

A.2.2 Action Programme – Integrated programme for the Elimination of Child Work on Street Trades in Eleven Selected Provinces of Turkey

Key activities carried out included:

- Facilitate the establishment of child labour Action Committees through Provincial Governors and mayors of eleven targeted provinces.
- Coordinate with local government units, Mayors, and district and provincial Governors in eleven targeted provinces.
- Identify and select experienced personnel to deliver the results of the rapid assessment to Provincial Action Committees.
- Collect sex-disaggregated baseline information on working children in each of the target provinces as well as on families and communities affected by the problem.
- Based on the baseline information, determine areas at the levels of household, districts, streets and schools to establish a monitoring mechanism to monitor the child labour situation.
- Conduct regular monitoring visits at the street and household/ levels in order to prevent children from street work.
- Implement advocacy programmes to raise consumer awareness in order to reduce the demand for street trades.
- Develop partnerships with local service organizations and advocacy groups to build support and ensure that referrals are well coordinated and follow up is maintained

- Identify existing educational alternatives and place ex-working children into appropriate schools and set up a mechanism with the MONE to monitor progress and verify school attendance.
- Identify vocational training needs (required skills) of the district and/or province.
- Contact families through rehabilitation centres and channel them to appropriate vocational training programmes according to their orientation

A.2.3 AP Elimination of WFCL through Provision of Vocational Training to Families of Child Labourers in Sanliurfa

Principal AP components/activities included:

- Coordinate with local government units, mayor and district and provincial governors in Şanlıurfa to integrate concerns and strategies regarding the welfare of children into local development programs of institutions such as South-eastern Anatolia Project-Regional Development Administration as well as to prioritize child labour-related programs in terms of resource allocation.
- Train committee on child labour issues, child labour monitoring collaborate committee members to figure out vocational training opportunities and ensure the flow of information to the national CLM mechanism.
- Develop data collection sheets for the monitoring of children working on the streets.
- Prepare monitoring visits schedules for the family visits and identification of working street children in Şanlıurfa.
- Based on the assessed needs design and conduct a training programme, in advanced skills to selected partners including the media in order to enhance their capacity to plan and implement effective advocacy and awareness-raising activities for child labour.
- Identify vocational training needs (required skills) of the district and/or province. Contact families through child labour bureau and channel them to appropriate vocational training programmes according to their orientation
- Conduct vocational training courses for the identified families.

A.2.4 AP Elimination – Elimination of WFCL through the Provision of Vocational Training to the Families of Child Labourers (Gaziantep)

Principal AP components/activities included:

- Setting up the Project Steering Committee (PSC) at the central level,
- Identifying the children to be referred to the community centres established by SHÇEK in Gaziantep (for initial counselling before their families were contacted)
- Subsequent contact with the identified children's family by Community Centre staff.
- Placing children in the appropriate education systems and the general organisation of the education support to optimise street working children's school progress and keeping them attending school
- Informing contacted families of existing social support systems including job placement services, health services and social security.

A.2.5 AP - Awareness Raising Campaign against Children Working on Street Trades in Izmir

Principal AP components/activities included:

- Preparing an advocacy strategy by Ege University, in collaboration with the Governor's and Mayor's office in Izmir, and following a review of existing efforts in this area.
- Related departments of Ege University providing support to ensure the development of comprehensive and research-based advocacy messages for various target groups.
- Many students and academic personnel involved in previously implemented programmes against child labour in İzmir as volunteers, also professionals and researchers contributed the overall success of IPEC programmes in İzmir.
- Strengthening the capacity of national and local media organisations to provide accurate and effective coverage of major issues related to child labour.

A.2.6 AP - Elimination WFCL in Adana - Employers' & Workers' Confed'n Joint Action

Principal AP components/activities included:

- Dissemination of the three sub campaigns by the Employer and Worker Confederations staff and field structure, and by devoting bureaus and budgets to child labour.
- Strengthen the existing child labour monitoring mechanism in Adana through out the inclusion of workplace inspection groups from TÜRK-İŞ and TİSK in the task of identifying children who were working, withdraw them from the working places and refer them to the services provided by the social support units.
- Access to both formal and non-formal education for children withdrawn from work and for children at-risk.
- Provide rehabilitative services to children that have been withdrawn from work, including support services such as health, nutrition, shelter, stipends, and counselling.
- Training of other adults (including workshops and seminars)
- Awareness raising (newspaper, TV, radio, posters, books, etc).

A.2.7 AP - Awareness Raising Campaign for Elimination of WFCL/Mini AP

Principal AP components/activities included:

- bringing CL abused to light and reporting violations to the authorities,
- awareness raising campaign using workers' meetings and press conferences organized by TURK-IS, lobbying national and local authorities on the enforcement of legislation and educational reforms,
- networking with others in the labour movement and with NGOs.
- Close collaboration developed with a number of institutions, in particular the Governorates of each of the 5 provinces, the State Ministry responsible of Women and Family Affairs, the Ministries of Justice, Health, Interior and the Education, NGOs, and the Employer Organization TISK.
- Establishing/strengthening the organizational arrangements on child labour
- Improvement of law enforcement.
- Awareness raising (newspaper, TV, radio, posters, books, etc).

The key target groups are politicians and decision-makers in the 5 project provinces.

A.2.8 AP - Photography Album on CL (To Increase Public Awareness) - Mini AP

Principal AP components/activities included:

- Launching a photography contest all through the country.
- Leading a critical point of view on Child Labour using internet, presentations and brochures
- Publishing an album of the competition winning photos.
- Attracting attention on Child Labour by exhibiting of the winning photo album.
- Using the Album as a tool for “fighting Child Labour”.
- Disseminating the photographs at different places (schools, labour unions, meetings etc).

A.2.9 AP – Applying Modular CL Survey as Attachment to Household Labour Force Survey

Principal AP components/activities included:

- Provide training material on child labour surveys.
- Prepare draft questionnaire after consultation with the ILO technical team.
- Analyse the data processing specifications,
- Design a pre-test study.
- Revise and finalize the: survey tools, sample and stratify procedures, field operations, data processing specifications, tabulation plan and other output requirements.
- Recruit and train field personnel for the survey.
- Carry out the interviews.
- Data analysis and tabulation according to plan.
- Incorporate the gathered data (raw data and aggregated data) into the National and ILO database.
- Field Evaluation Survey and Initial Findings Discussion Workshop for the field staff.
- Dissemination of final results to relevant policy-makers to the above organizations and institutions.

Close collaboration took place with MoLSS, Municipalities, Governors and Muhtars (head of village).

A.2.9 AP – Enhancement of the National Capacity on Child Labour

Principal AP components/activities

- Conduct meetings with relevant ministries and other relevant parties to review the legislative process
- Prepare amendments on existing regulations for agricultural labour contractors (recruiters) to ensure they cannot act as work intermediaries for children under 15 years-old.
- Provide technical assistance on the harmonisation of legislation and regulation proposals.
- Provide assistance to establish a multi-institutional monitoring mechanism to evaluate and follow the implementation of Child Labour-related legislation
- Mainstream Child Labour into the activities of UNICEF, ILO, UNESCO and the World Bank
- Support the incorporation of child labour concerns and priorities into the agenda of existing donor groups and frameworks.

Studies/Projects Conducted to Eliminate WFCL under the 2004-2207 PoS

The Name of the Projects and Cooperated Institution	Project Type	Date	Targeted Sector
Integrated programme for the elimination of child work on street trades in eleven selected provinces.	Direct action	2004-2007	Street
Awareness raising campaign against children working on street trades in Izmir. EGE UNIVERSITY	Awareness raising	2004-2005	Street
Elimination of WFCL through the provision of vocational training to the families of child labourers, Şanlıurfa. HAK-İŞ	Direct action	2006-2007	Street
Municipality initiative to combat WFCL through the provision of vocational training to the families of child labourers. GAZİANTEP MUNICIPALITYİ	Direct action	2006-2007	Street
Integrated programme for the elimination of WFCL in the furniture sector in Three Selected Provinces, Ankara, İzmir, Bursa. MINISTRY OF LABOR AND SECURITY	Direct action	2004-2007	Industry
Integrated programme for the elimination of WFCL in seasonal commercial agriculture through education (Karataş, Adana) MINISTRY OF NATIONAL EDUCATION	Direct action	2005-2007	Agriculture
An Action Programme on Enhancement of the National Capacity on Child Labour MINISTRY OF LABOR AND SECURITY	Capacity enhancement	2004-2007	Street, Industry, Agriculture
Elimination of Worst Forms of Child Labour in Adana through a joint Employers' and Workers' Confederations Initiative TİSK and TÜRK-İŞ	Direct action	2006-2007	Street, Industry, Agriculture
Towards June 12, An Awareness Raising Campaign for the Elimination of WFCL, Adana, Diyarbakır, Bursa, İzmir, İstanbul TÜRK-İŞ	Awareness raising	2006-2006	Street, Industry, Agriculture
Photography Album on Child Labour (to increase the public awareness and mark the history) FİŞEK INSTITUTE	Awareness raising	2004-2004	Street, Industry, Agriculture
2006 Child Labour Survey Turkish Statistical Institute (TURKSTAT)	Research/Survey	2006	Street, Industry, Agriculture

Annex A.3 Final Evaluation Terms of Reference

Terms of Reference
for
Expanded Final Evaluation by joint evaluation team
(use of target group impact assessment studies)

of ILO/IPEC Support to Turkey Time Bound Policy and Programme Framework (TBPPF) on
Child Labour

comprising
*Combating the Worst Forms of Child Labour in Turkey-Supporting the Time-Bound Programme
for the Elimination of Worst Forms of Child Labour in Turkey
(USDOL and German funded Project of Support)*

ILO Project Code	TUR/03/P50/USA + TUR/00/11/150
ILO Project Number	P280.08.442.050
ILO Iris Code	12274
Duration	42 months
Starting Date	USDOL/German: September 2003
Ending Date	USDOL/German: December 2007
Project Language	English/Turkish
Executing Agency	ILO-IPEC
Financing Agency	US Department of Labour Government of Germany Government of Turkey (EEC funding)
Donor contribution	USDOL: US \$2,500,000; Germany: US \$500,000
Preparation of TORs	September 2007
Evaluation	November/December 2007

Background

1. The aim of ILO/IPEC is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour—in cooperation with employers' and workers' organizations, non-governmental organizations and other relevant parties in society—is the basis for ILO/IPEC action. ILO/IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes raising awareness on the negative consequences of child labour, promoting social mobilization against it, strengthening national capacities to deal with this issue and implementing demonstrative direct action programmes (AP) to prevent children from child labour and remove child labourers from hazardous work and provide them with appropriate alternatives.
2. The Government of Turkey demonstrated its commitment to the elimination of child labour by joining the ILO/IPEC in 1992. ILO/IPEC in close cooperation with the Government implemented Country Programmes in Turkey since 1992; these country programmes focused on capacity building, knowledge acquisition and related policy development on child labour. Upon signature of ILO Convention 182, in August 2002, a consensus was reached by all related national institutions that there was a need to adopt and implement a comprehensive policy and programme framework in the form of a Time Bound Programme (TBP) as is called upon for ratifying states of ILO Convention 182.
3. A TBP is essentially a strategic programme framework of tightly integrated and coordinated policies and initiatives at different levels to eliminate specified WFCL in a given country within a defined period of time. It is a nationally owned initiative that emphasizes the need to address the root causes of child labour, linking action against child labour to the national development effort, with particular emphasis on the economic and social policies to combat poverty and to promote universal basic education. ILO, with the support of many development organizations and the financial and technical contribution of the United States' Department of Labor (USDOL) has elaborated this concept based on previous national and international experience. It has also established innovative technical cooperation modalities to support countries that have ratified C. 182 to implement comprehensive measures against WFCL.²³
4. From the perspective of the ILO, the elimination of child labour is part of its work on standards and fundamental principles and rights at work. The fulfilment of these standards should guarantee decent work for all adults. In this sense the ILO provides technical assistance to its three constituents: government, workers and employers. This tripartite structure is the key characteristic of ILO cooperation and it is within this framework that the activities developed by the Time-Bound Programme should be analyzed.
5. The most critical element of the TBP is that it is implemented and led by the country itself. The countries commit to the development of a plan to eradicate or significantly diminish the worst forms of child labour in a defined period. This implies a commitment to mobilize and allocate national human and financial resources to combat the problem. The TBP in Turkey

²³ More information on the TBP concept can be found in the Time Bound Program Manual for Action Planning (MAP), at <http://www.ilo.org/childlabour>.

- is one of 19 programmes of such nature that are being supported by IPEC at the global level.
6. Based on ten solid years of experience in Turkey, the Government embarked on the development of a National Time-Bound Policy and Programme Framework (TBPPF). The main aim of the TBPPF was to create the opportunity for a convergence of efforts through the generation of a coherent and participatory policy for the elimination of child labour. In 2000, with strong support from the National Steering Committee (NSC) the Child Labour Unit (CLU) of the Ministry of Labour and Social Security (MOLSS) initiated the development of a TBPPF aiming to gradually eliminate child labour by prioritizing the elimination of its worst forms as outlined in Convention 182.
 7. Under the auspices of the MOLSS CLU, and with IPEC support, a group of experts conducted a diagnostic study of the country's child labour situation. A draft report was prepared and vetted with employer's organizations, workers and artisans groups, local and national NGOs, universities and international organizations active in Turkey. The main aim of this broad consultation process was to achieve the support and commitment of all stakeholders in the development and implementation of the TBPPF by involving them in its preparation and planning at as early a stage as possible.
 8. Finally, a comprehensive draft TBPPF document for the elimination of the worst forms of child labour was produced for comment by all interested parties, including the public. This draft clearly articulated a set of comprehensive policies, objectives, indicators, outputs, target groups, activities and responsibilities for the effective elimination of child labour, in particular its worst forms. It focused on consolidating and building on the achievements of previous years, with the objective of expanding successful pilot schemes, particularly with respect to reinforcing the involvement of a wider range of national organizations.
 9. The TBPPF delineates the roles of all participating organizations and acts as a guide in the successful implementation of co-operative efforts across sectors. Within this framework of principles and commitment, the Government has adopted as its basic target the elimination of the worst forms of child labour (WFCL) within a period of 10 years. In order to achieve its goal, the Government will wage an attack on the main causes of child labour, including poverty and a lack of access to quality education.
 10. The Government's priority policy areas for the elimination of the worst forms of child labour for the period 2004-2014 are as follows:
 11. *Poverty alleviation.* The government aims to introduce measures to improve the pattern of income distribution in line with the 8th Five-Year Development Plan and improve the economic security of low-income families by transferring resources to the poor through direct assistance programmes.
 12. *Reducing household vulnerability.* The government will enlarge the scope of social security to ensure national coverage in order to minimize risks and effective and sustained delivery of social services to all those in need, particularly individuals in the agricultural and informal sectors.
 13. *Education for All.* The main goal of the Government is to provide support the implementation of Article 844 of the 8th Five-Year Development Plan of Turkey on the improvement on educational infrastructure by introducing relevant measures to ensure that all the relevant age population is included in compulsory education and that education is provided virtually free for children of poor families;

14. *Elimination of the WFCL as a matter of urgency.* As stipulated in Convention 182, WFCL were identified during the TBPPF planning phase as: *child labour on the streets, in the informal urban economy, seasonal commercial agricultural, domestic labour and rural child labour.*

USDOL and German Support to TBPPF

11. In response to commitments made by the Turkish government, ILO-IPEC obtained funding from USDOL and Germany to facilitate the implementation of the national TBPPF through a Project of Support (PoS). This was developed in accord with the TBPPF and Turkey's 8th Five-Year Development Plan. Due consideration was given to ensuring complementarity with the programmes of other donors. The IPEC Project of Support was formulated in close consultation with governmental and non-governmental organizations (NGOs), United Nations agencies, and other donor organizations. It takes into account lessons learned from the previous country programmes as well as national policies, priorities and strategies.
12. USDOL provided US\$2,500,000 in 2003, for the Project of Support to address two main strategies. Component 1, strengthening the enabling environment, deals with creating an enabling environment that can help provide policies, legal frameworks, opportunities, incentives and resources for the elimination of child labour. Component 2, reducing the incidence of worst forms of child labour through direct action, tests implementation models developed over the last few years through three direct action programmes focusing on priority target groups in 11 provinces. These two components contain eight immediate objectives (see below). German funding of US\$500,000 came on-line in 2004 and was dedicated to supporting USDOL objectives.

Development Objective: Eliminating WFCL in Turkey within 10 years

Immediate Objective 1: At the end of the project, a multi-sectoral child labour monitoring (CLM) mechanism is established.

Immediate Objective 2: At the end of the project, the capacity of relevant institutions to implement the national TBPPF is enhanced.

Immediate Objective 3: At the end of the project, child labour issues are mainstreamed into national policies and programmes.

Immediate Objective 4: At the end of the project, there is an enhanced school system (with particular sensitivity to gender issues) that meets the needs of working children.

Immediate Objective 5: At the end of this project, social support centres established and existing ones strengthened.

Immediate Objective 6: At the end of the project a multi-sectoral CLM mechanism functioning

Immediate Objective 7: At the end of the project, families are provided with vocational skills and thus with job opportunities, and their access to social safety nets is increased.

Immediate Objective 8: At the end of the project, social support centres are functioning.

European Community Support to TBPPF through MOLSS CLU

13. In 2004, €5,300,000 of funding was also obtained from the European Community to support the Turkish government's commitments, including those made in the context of the TBPPF. The EC programme interventions focus on two areas: (1) at the national policy level, targeting mainstreaming exploitive child labour issues within the programmes, policies and strategies of national institutions, and establishing a Child Labour Monitoring System (CLMS) and (2) at the provincial and local levels, focusing on children working under hazardous conditions through the operation of Provincial Programme Coordination Offices (PPCOs) that will implement a pilot programme for the prevention and withdrawal of child labour through the provision of education and counselling services. A comparison between the USDOL/German IOs and EC desired results can be found in Annex 2.

Current Status

14. Soon after its development, the IPEC Project of Support launched a comprehensive set of activities involving research, consultation and advocacy at various levels throughout the country. Specifically: (a) a consultative process characterized by broad participation in the development of the Support Project; (b) a baseline survey (BLS) on seasonal commercial agriculture was conducted; (c) preparatory activities for a BLS in the furniture sector were completed; (d) previous donor mapping was updated and finalized; (e) consultative donor meetings were held; (f) modular packages capturing the IPEC experience in Turkey were developed; (g) a Concept Paper on child labour gender and education was developed; (h) verification of the RAP result on working street children with the Government was conducted. These activities served as the focus of the mid-term evaluation.

Mid-Term Evaluation of USDOL/German funded IPEC Project of Support

15. The mid-term evaluation was originally scheduled for June 2005. However, due to the process of implementation of the project, key stakeholders agreed to postpone the evaluation. The mission finally took place between 10 and 21 October 2005. The evaluators visited Ankara, Adana and Izmir and had interviews and meetings with some 80 persons (including children and families). A stakeholder workshop was held to present and discuss preliminary findings and recommendations.
16. The evaluation team found the Child Labour Monitoring System to be fairly sophisticated and comprehensive system. It included all the relevant parties and facilitated information flow both vertically (between central authorities and field) and horizontally (across different institutions and sectors). The stakeholders (i.e. implementing agencies) were well-informed on the importance of such a monitoring mechanism and hence were committed to it.
17. The project made highly satisfactory progress building the capacity of each and every partner of ILO/IPEC to implement the national TBPPF. For example, all the action programmes had a Provincial Action Committee which were comprised by relevant local authorities and NGOs. Chaired by the governors of the provinces, the PACs acted as multi-institutional mechanisms to monitor the implementation of child labour-related legislation.
18. The evaluators were not able to personally verify that school systems had been enhanced because there was short of time to visit schools. However, through interviews at the support centres and with MONE staff, the evaluators learned that teachers and principals were trained to be better equipped to deal with former working children. MONE paid

particular attention to developing alternative educational models, including the possibility of mobile school systems for migrant populations!

19. The support centres in Karatas (Seasonal Commercial Agriculture, MONE) and Izmir (Furniture Sector, MOLSS LIB) were newly established structures. What made them unique was the level of commitment that they demonstrated. The spirit of camaraderie among the staff members of the two new support centres visited by the evaluation team was quite impressive, and explained a lot about the success at the local level. The evaluators concluded that project management had made correct staff recruitment decisions.

Scope and Purpose

20. The focus of this evaluation will be on the ILO/IPEC support provided to the TBPPF based on the USDOL/German project of support (PoS), its achievements, and its contribution to the overall broad national efforts to achieve the elimination of WFCL and the national TBP framework. Evaluation of the PoS will include all specific interventions in the form of Action Programmes implemented by local partners.
21. The evaluation is expected to emphasize the assessment of key aspects of the programme, such as strategy, implementation, and achievement of objectives. It will assess the effect and impact of the work carried out during the implementation phase, using data collected on the indicators of achievement to provide detailed assessments of achievements.
22. The evaluation will be conducted for the purpose of drawing lessons from the experiences gained during the period of implementation. It will show how these lessons can be applied in programming future activities, existing or planned ILO/IPEC interventions as well as in the broader terms of action against child labour in the context of the Time Bound Programme process.
23. In addition, the evaluation will serve to document potential good practices, lessons learned and models of interventions that were developed in the life cycle of this project. It will serve as an important information base for key stakeholders and decision makers regarding any policy decisions for future subsequent activities in the country.

Suggested Aspects to Address

24. The evaluation should address the overall ILO evaluation concerns such as relevance, effectiveness, efficiency and sustainability as defined in the ILO Evaluation Framework and Strategy and associated guidelines. It should be carried out in adherence with the ILO Evaluation Framework and Strategy, the ILO-IPEC Guidelines and Notes, the UN System Evaluation Standards and Norms, and the OECD/DAC Evaluation Quality Standard
25. Annex I contains specific suggested aspects for the evaluation to address under the following categories. These were identified based on consultations with key stakeholders and prior analysis by the ILO/IPEC Design, Evaluation and Documentation (DED) section. If

necessary, other aspects can be added as identified by the evaluation consultants in accordance with the given purpose of the evaluation and in consultation with DED.

- Child Labour Monitoring Systems (CLMS)
- Capacity Development
- Mainstreaming into national policies
- School Systems
- Social Support Centres
- Vocational Training

26. In addition the evaluation should focus on addressing the general aspects given in the model outline for a final evaluation report of project of support to a time bound programme (to be provided). The analytical framework for the evaluation (evaluation instrument) to be prepared by the consultants should indicate priorities and further selected specific aspects to be addressed.

Focus Group Discussions

27. In addition, a series of extra focus group discussions (FGD) will be conducted on selected topics. FGDs could also look at identifying external factors and could also be used to identify changes in KAB, if this was part of the project activities. Some of the groups under consideration for FGDs would include current/former beneficiaries, youth, households, community leaders. FGD would follow the guidelines from the tracer methodology as a starting point.

Methodology and Time Frame

28. This section contains the methodology for the final evaluation of the ILO/IPEC support to TBPPF. The methodology can be adjusted by the evaluation team if considered necessary for the evaluation process and in accordance with the scope and purpose of the evaluation. This should be done in consultation with the Design, Evaluation and Documentation Section (DED) of ILO/IPEC.

29. An evaluation team will be formed composed of an international consultant and a national consultant. The international consultant will conduct a desk review of appropriate material, including the project documents, progress reports, previous evaluation reports, outputs of the projects and action programmes, and relevant material from secondary sources. This includes baselines and any government documents such as National Plans or documents about the TBPPF.

30. The following are the sources of information and documentation for the desk review that can be identified at this point:

Available at HQ and to be supplied by DED	Project document (phase I and phase II) DED Guidelines and ILO guidelines Mid-term country review/evaluation
Available in project office and to be supplied by project	Progress reports/Status reports Evaluation and similar reports at the action programme

<p>management</p>	<p>level Technical and financial report of partner agencies Other studies and research undertaken Action Programme Summary Outlines Project files National workshop proceedings or summaries Country level planning documents Strategic Planning documents such as Strategic Programme Impact Framework (SPIF) documents Master list and records of beneficiaries Action Programme Progress Reports Baseline reports and information</p>
<p>To be located as appropriate</p>	<p>Relevant national development programme and policy documents PRPS documents such as strategies, monitoring plans and reports, costing Relevant documents on the development situation in Turkey and context of child labour</p>

31. After the desk review, the international consultant will prepare a brief document indicating the methodological approach to the evaluation (the “evaluation instrument”), to be discussed and approved by DED after the desk review but prior to the commencement of the in-country mission. The National evaluator will also conduct a detailed desk review and prepare a Background Report that provides context for the evaluation. The Background Report will be presented to the international consultant for inclusion in the evaluation reports.

32. The evaluation team will carry out one in-country mission. During this mission field visits will be carried out to selected provinces that have been targeted for action. The Team Leader will focus on the provinces of Adana, Ankara, Antalya, Bursa, Corum, Diyarbakir, Gaziantep, Istanbul, Izmir, Kocaeli, Sanliurfa, and Turkey.

33. During the field visits, the evaluation team members will conduct interviews with a wide variety of stakeholders, including children, parents of beneficiaries, teachers, government representatives, professionals linked to the targeted sectors, representatives from trade unions and employers’ organizations, partners, implementing agencies and all major stakeholders, including the donor.

34. Project Management will also provide a list of possible key informants and others to consult. In addition, it will prepare a suggested schedule for meetings with key stakeholders and informants. Specific consultation is to be carried out with:
 - Project management and staff
 - ILO/IPEC technical and backstopping officials, including headquarters and sub-regional
 - Partner agencies
 - Boys and Girls who were withdrawn or prevented as a result of direct action APs
 - Parents of girls and boys who were withdrawn or prevented
 - Social partners, Employers’ and Workers’ groups
 - Community members
 - Government representatives, legal authorities, etc. as identified by evaluation team

- Local government officials
 - Development partners and others working on child labour and who are involved in the TBP process
 - USDOL (telephone discussion) and EC delegation
35. The mission will conclude with a one-day National Stakeholder Evaluation Workshop. During the first day, the preliminary findings, conclusions and recommendations will be presented to IPEC staff and key partners for feedback. The participants of the workshop will include those interviewed during the fieldwork and other key stakeholders of the project. The feedback from the presentation of preliminary findings, conclusions and recommendations should be taken into consideration for the preparation of the draft report. During the second day, participants will consider the implications of the results, and particularly the lessons learned, for future IPEC work in Turkey.

Expected Outputs

36. The expected outputs to be delivered by the evaluation team are:
- By FGD Consultant for target group impact assessment
 - Data collection plan and methodology, including Focus Group Discussion Guidelines
 - Analytical report presenting the data and key analysis
 - Meetings as necessary with international and national consultants
 - Presentation of findings at Stakeholder Workshop

By National Consultant

- Desk review
- Background report of relevant information
- Participation in briefing meeting with local partner for target group impact assessment
- Support to international team leader and team member during evaluation phase
- Co-facilitation of national stakeholder evaluation workshop
- Input and support to the preparation of the final evaluation report

By International Consultant

- Desk review
- Briefing with project team
- Briefing meeting with local partner for target group impact assessment
- Interviews and consultations with key stakeholders and field visits, including any common interviews and field visits
- Preparation and facilitation of national stakeholder evaluation workshop, including workshop programme and background note
- Debriefing with project staff and key national partners
- Draft report
- Second and final version of report, including any response to consolidated comments
- Notes on the experience of the evaluation and suggestions for the further development of the standard evaluation framework

37. It is recommended to structure the final report along the lines of the elements in the a proposed model outline to be provided and at minimum with the following headings:

- Executive Summary with key findings, conclusions and recommendations
 - Clearly identified findings
 - Clearly identified conclusions and recommendations
 - Findings from the target group impact assessment
 - Lessons learned
 - Potential good practices and effective models of intervention.
 - Appropriate Annexes including present TORs
 - Standard evaluation instrument matrix
38. A model outline for final evaluations of projects of support to TBP is available that the evaluation team will be asked to use as the basis for their report. The total length of the reports should be a maximum of 50 pages for main report, excluding annexes. Additional annexes can provide background and details on specific components of the project evaluated. The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low.
39. All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided both in paper copy and in electronic version compatible for Word for Windows. Ownership of data from the evaluation rests jointly with ILO/IPEC and the consultants. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of ILO/IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.
40. It is proposed that both the draft report will be circulated to key stakeholders (participants present at stakeholder evaluation workshop will be considered key stakeholders) for their review by ILO-IPEC Design, Evaluation and Documentation (DED) section. Comments from stakeholders will be consolidated by the DED of ILO/IPEC Geneva and provided to the team leader. In preparing the final report the team leader should consider these comments, incorporate as appropriate and provide a brief note explaining why any comments might not have been incorporated. If other arrangements are used, the key element is that all relevant stakeholders are provided with the opportunity to comment on the draft report before finalisation.

i. Resources and Management

Human Resources

41. The following are the precise profile and responsibilities of the international team leader, national consultant and national study partner.

International Team Leader	
Responsibility	Profile
Overall lead consultant for the Final Evaluation Desk review Act as independent evaluation consultant for the	Extensive experience in evaluation of development projects, in particular local development projects Relevant regional experience in Turkey

<p>final evaluation of the project covering all evaluation related issues during two in-country field visits. Prepare and deliver a presentation and short note on the methodological issues and lessons learned as part of facilitating the stakeholder evaluation workshop Prepare evaluation report</p>	<p>Prior experience or knowledge of the TBP Project of Support, or similar type of projects Familiarity with and knowledge of specific thematic areas Experience in working with national organisations/national partners agencies Experience in UN system or similar international development experience Previous experience in developing questionnaires and the statistical analysis of raw data Experience in evaluating gender issues</p>
<p>National Consultant</p>	
<p>Responsibility</p>	<p>Profile</p>
<p>Prepare the Background Report Provide brief progress reports to ILO/IPEC DED and the Evaluation Team leader during the preparation of the background report Submit a draft of the background report to ILO/IPEC DED staff for comments and inputs Present the background report at the stake-holder's evaluation workshop Support the preparation of the final report of the Expanded Final Evaluation together with the team leader</p>	<p>Extensive knowledge of development in Turkey preferably Child Labour Documented experience in evaluation to international standards Experience at policy level and in multi-sectoral and multi-partner environment, including networking Experience in facilitating stakeholder workshops and preparation of background reports Prior knowledge of ILO/IPEC an advantage</p>
<p>FGD Consultant</p>	
<p>Responsibility</p>	<p>Profile</p>
<p>Design Focus Group Discussion Guidelines with support from ILO/IPEC DED Technical Officer Impact Assessment Use the developed instruments to collect data in the field. This will consist of FGDs Develop a systematic method of collating and organising the data collected during fieldwork Analyse the collected data and present findings using a report structure provided by the consultants as a guide</p>	<p>Experience in conducting qualitative social research Experience in fieldwork-based research, such as focus groups Capacity to analyse qualitative data and prepare report in English as per agreed format Willingness to travel to project sites to carry out fieldwork Experience in the field of child labour or a relevant area and familiarity with child focused social research and data collection methods are highly desirable</p>

Fiscal Resources

42. The following resources are required

For the FGD

- An accepted proposal from selected consultant
- For national consultant
- *Approximately 2 weeks of work*
- *Local travel cost*

For International team leader (from USDOL/German funding)

Approximately 4 weeks of work

- International travel and expenses
 - Local travel
 - Stakeholder Evaluation workshop
 - Participation of ILO/IPEC headquarters staff in the joint National Stakeholder Evaluation Workshop
43. A detailed complete budget is available separately. A number of separate contracts will be prepared for the complete TORs as per procedures.

Management

44. The tasks of DED will be:
- Briefing the international consultant and project management
 - Managing the final evaluation process as per procedure
 - Help plan and attend (if possible) the joint National Stakeholder Evaluation Workshop
45. The tasks of the Project will be:
- Identifying and recruiting local partners in consultation with DED
 - Ensuring project monitoring system is up to date and easily accessible
 - Preparing a description of all relevant sets of data and sources of information on the beneficiaries
 - Providing support to the final evaluation and logistic support to international consultant throughout the process
46. The evaluation team will report to ILO/IPEC DED in headquarters and, in case issues arise, should discuss any technical and methodological matters with DED. The management of the ILO/IPEC Project of Support will provide in country logistic and management support.

Table 2 Evaluation Timeline for Expanded Final Evaluation (EFE) of ILO/IPEC Support to TBPPF

Phases	Tasks	Responsible	Duration/ Schedule	Outputs
Part One	<p>Briefing with IPEC DED and preparatory desk review</p> <p>Preparation of evaluation instrument and agreed work plan</p> <p>Background report and notes on desk review of available information</p> <p>Background report to contain key findings from desk review, further questions to ask and key points of reviewed document</p>	<p>International consultant</p> <p>National consultant</p>	19-23 Nov (5 days)	<p>Evaluation Instrument and Work Plan</p> <p>Background Report</p>
Part Two	<p>Final evaluation process consisting of</p> <p>Consultation with key stakeholder on preliminary findings and to identify further issues for the final evaluation</p> <p>Field work, interviews and data collection as part of normal final evaluation</p> <p>Stakeholder evaluation workshop</p> <p>Preparation and commenting on reports as per normal procedures</p> <p>Managed per procedure by DED and carried out by the international consultant including field visits and using information from the impact assessment study.</p>	<p>International consultant</p> <p>National Consultant</p>	26 Nov -7 Dec (12 days)	<p>Stakeholder Evaluation Programme, process and background notes</p> <p>Draft version evaluation report</p>
Part Five	Stakeholder Evaluation Workshop Presentation	Stakeholders Evaluation Team Project management	7 Dec	
Part Six	Preparation and Submission of Final Version	Evaluation Team (team leader main responsibility)	10 -24 Dec (15 days)	Final Report

ANNEX I

SOME SPECIFIC SUGGESTED ASPECTS PROPOSED DURING THE CONSULTATION PROCESS

The answers to all of the below questions should be interpreted in light of relevancy, efficiency, effectiveness, and sustainability—key values of the ILO.

Child Labour Monitoring Systems (CLMS)

- How did the PoS and MOLSS CLU help identify institutions gathering information on child labour as part of their official mandate?
- How did the PoS and MOLSS CLU help the identified institutions establish, integrate, co-ordinate a multi-disciplinary child labour monitoring system adapted to the local context in each of the selected provinces?
- How did the PoS and MOLSS CLU help design and implement a training programme on child labour monitoring for the staff of identified institutions?
- How did the PoS and MOLSS CLU help the TBPPF use the information that was generated from the CLMS? (In other words, what difference did it make?)
- Was a baseline survey on children between the ages of 6 and 17 working in the WFCL conducted by the end of the first year? If so, what were the results? If not, why not?

Capacity Development

- How did the PoS and MOLSS CLU help to identify the capacity needs of relevant institutions to implement the national TBPPF?
- How did the PoS and MOLSS CLU help to develop mechanisms to meet the identified capacity needs?
- How did the PoS and MOLSS CLU help to deliver forums, conferences, workshops, seminars and other capacity development activities?
- What difference did capacity development activities make in the ability of relevant institutions to implement the national TBPPF?

Mainstreaming

- How did the PoS and MOLSS CLU help to identify issues about which decision makers and the public needed to be made aware?
- How did the PoS and MOLSS CLU help to develop appropriate messages tailored to their target audience?
- How did the PoS and MOLSS CLU help develop appropriate modes of communication for delivering messages to their target audience?
- What difference did the awareness raising efforts make in the mainstreaming of child labour issues?

School Systems

- How did the PoS help to identify aspects of school systems in need improvement?

- How did the PoS help to design and deliver professional development opportunities to educators? How many schools provide such opportunities?
- How did the PoS help improve existing curricula and/or develop new curriculum to meet identified needs? How many schools made such changes to the curriculum?
- What was the result of the efforts to enhance school systems to meet the needs of working children?

Social Support Centres

- How did the PoS and MOLSS CLU help to establish new Centres and to strengthen existing ones?
- How were Centre staff selected and trained?
- How did the PoS and MOLSS CLU help to determine what goods and services to provide to working children and their families?
- How did the PoS and MOLSS CLU help to coordinate with other institutions to provide complementary services to avoid duplication?
- How many working children received health services? Vocational training? Counselling? Number and scope of other interventions that were provided?

Vocational Training

- How did the PoS help to identify vocational training needs of the families of working children?
- How did the PoS help to design and deliver vocational training to the families of working children?
- How many vocational training opportunities were provided to the families of working children?
- What was the result of the vocational training provided to the families of working children? Did it, in fact, lead to greater job opportunities and increased access to the social safety net?

Annex 2

<p>USDOL/Germany</p> <p>Eliminating WFCL in Turkey within 10 years</p>	<p>ECC</p> <p>The overall objective of this project is to help make a significant reduction in child labour, in line with the government's strategy of eliminating the worst forms of child labour by 2015.</p>
<p>Immediate Objective 1: At the end of the project, a multi-sectoral child labour monitoring (CLM) mechanism is established.</p> <p>Immediate Objective 6: At the end of the project a multi-sectoral CLM mechanism functioning</p>	<p>Result 5: Child Labour Monitoring Systems for the identification and referral of child labour cases established and operational in the selected provinces by the end of the first year.</p>
<p>Immediate Objective 2: At the end of the project, the capacity of relevant institutions to implement the national TBPPF is enhanced.</p>	<p>Result 1: The capacity of the Child Labour Unit improved to plan, manage, coordinate, monitor and implement child labour related activities at the national and local levels by the end of the project.</p>
<p>Immediate Objective 3: At the end of the project, child labour issues are mainstreamed into national policies and programmes.</p>	<p>Result 6: National and local capacity to conduct advocacy and public awareness, and policy dialogue enhanced by the end of the programme.</p>
<p>Immediate Objective 4: At the end of the project, there is an enhanced school system (with particular sensitivity to gender issues) that meets the needs of working children.</p>	
<p>Immediate Objective 5: At the end of this project, social support centres established and existing ones strengthened.</p> <p>Immediate Objective 8: At the end of the project, social support centres are functioning.</p>	<p>Result 3: Provincial Programme Coordination Offices (PPCOs) are operational (both infrastructure and human resources) to provide educational, withdrawal, preventative, monitoring and counselling services to working children and their families in selected 7 provinces, within the first 6 month of the project.</p> <p>Result 4: Provincial Action Committees on Child Labour (PACs) established and operational in the selected provinces, within the first 6 month of the project.</p>
<p>Immediate Objective 7: At the end of the project, families are provided with vocational skills and thus with job opportunities, and their access to social safety nets is increased.</p>	
	<p>Result 2: Baseline survey providing data on children in 6-17 age group working in worst forms of child labour is available and accessible for all users in seven provinces, by the end of the first year.</p>
	<p>Result 7: Withdrawal and prevention through education and counselling services to targeted children (at least 1500 children) their families (at least 200 families) provided by the end of the programme.</p>